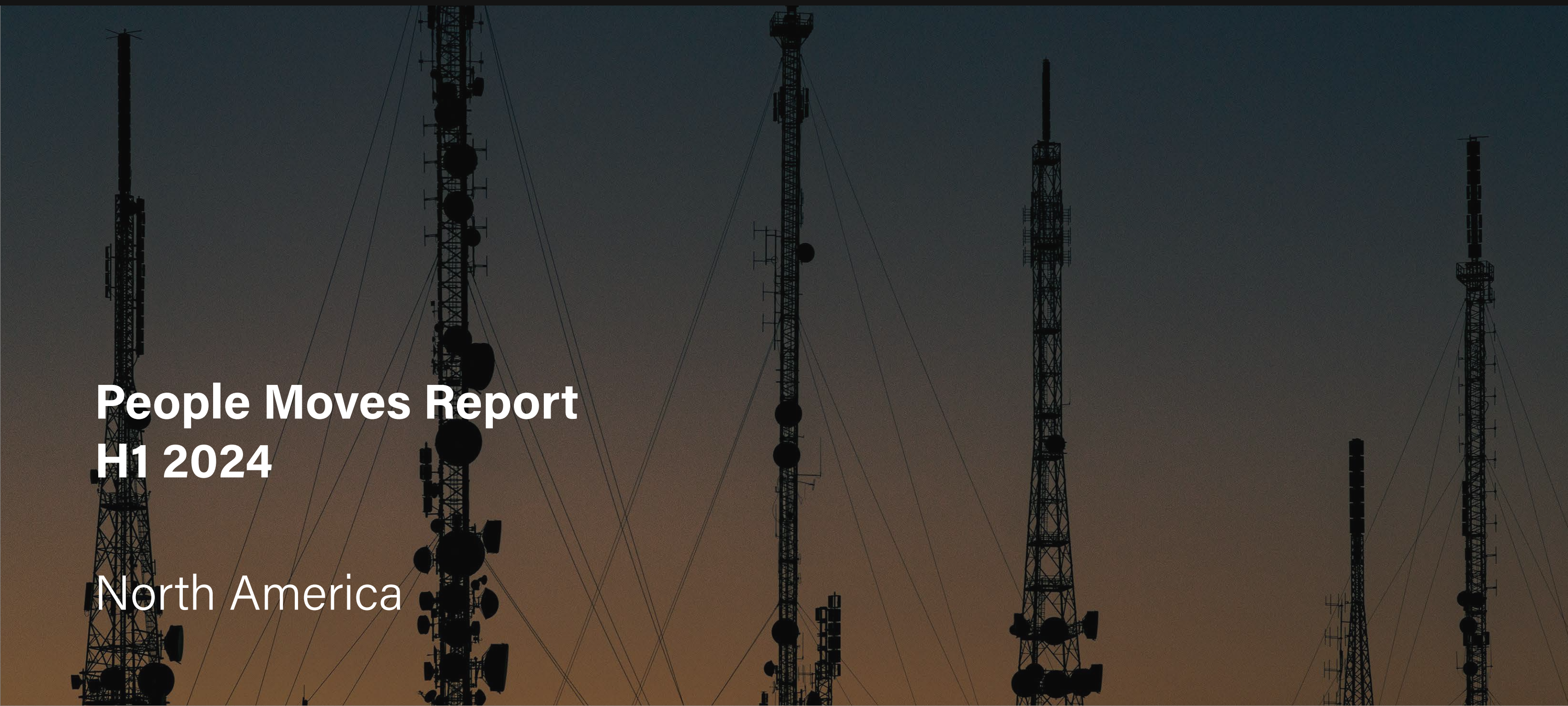


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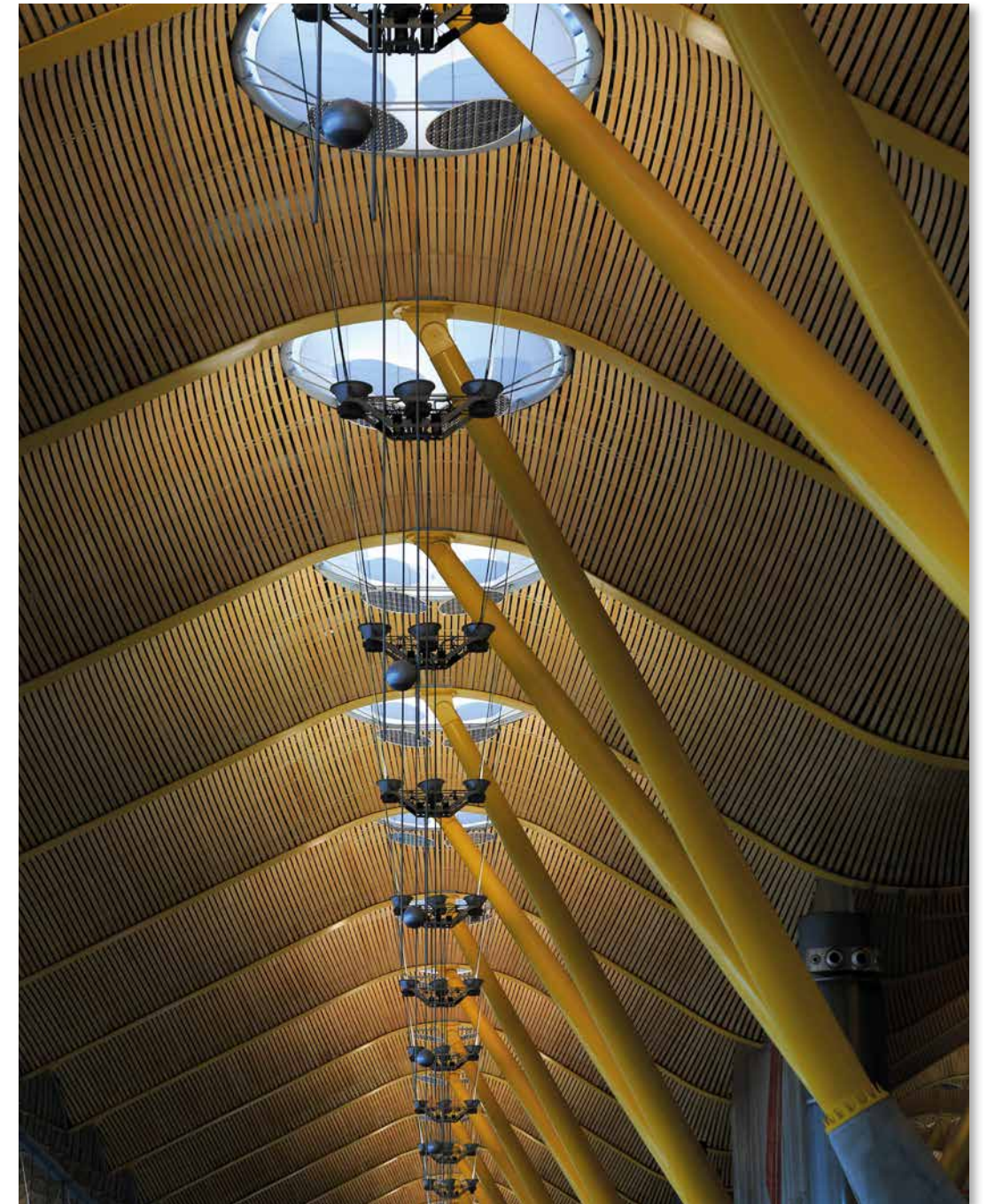
# People Moves Report H1 2024

North America



# Table of Contents

Section	Page	Shortcut/Go to page
Introduction	3	<a href="#">Go to page</a>
Private Equity – Evaluating First of a Kind Investment	4	<a href="#">Go to page</a>
Private Equity Moves	5	<a href="#">Go to page</a>
Credit – Evolution of Digital Infrastructure in Project Finance	18	<a href="#">Go to page</a>
Credit Highlighted Moves	19	<a href="#">Go to page</a>
Credit Moves	21	<a href="#">Go to page</a>
Middle East Highlighted Move	23	<a href="#">Go to page</a>
IR / Fundraising – Overview	32	<a href="#">Go to page</a>
IR / Fundraising Moves	33	<a href="#">Go to page</a>
Legal – Overview	40	<a href="#">Go to page</a>
Legal Moves	41	<a href="#">Go to page</a>
Portfolio - Overview	54	<a href="#">Go to page</a>
DEI and our Young Women Into Finance program	55	<a href="#">Go to page</a>
Contact Us	56	<a href="#">Go to page</a>



# Introduction

A sense of optimism marks the outlook for private markets infrastructure investing in 2024, a welcome shift from the bleak fundraising environment and slow momentum of 2023. We have seen GPs employ a steady and deliberate hiring approach and candidates taking more time to assess their moves, particularly when it comes to understanding a fund's dry powder and fundraising capabilities. The latest edition of One Search's People Moves Report for North America details career moves made in the first half of 2024 across equity and credit investment, fundraising and investor relations, and legal at all seniorities. As always, our congratulations go out to those individuals who have made a move in H1!

The first thing that comes to mind in the review of the previous six months is the continuation of 2023's theme of consolidation. We kicked off the year with a bang. In January, BlackRock announced its acquisition of Global Infrastructure Partners (GIP) and its \$100Bn AUM, with the transaction expected to conclude in Q3 of this year. The news came as a surprise to many, including within both organizations. This acquisition will substantially enhance BlackRock's infrastructure platform, boosting its AUM from \$50Bn to \$150Bn. Following the announcement, BlackRock's Global Head of Infrastructure and Real Estate departed immediately, and retention packages have been communicated to the GIP team. Still, the plan for integration and who will be impacted is not yet widely known.

General Atlantic also made headlines by acquiring Actis, a sustainable infrastructure investor managing \$12.5Bn in AUM. This acquisition further diversifies General Atlantic's growth equity portfolio, which will now total \$96Bn in AUM. In addition to this, GA's Beyond Net Zero platform recently announced their 24.9% acquisition of SDCL. To date, 2024 has certainly reflected the strong ongoing trend of consolidation in the sector. However, as the pool of available targets shrinks, we anticipate a slowdown in merger and acquisition activity for the remainder of the year.

Digital infrastructure and energy transition continue to draw the majority of new hires in the market. The ongoing push towards AI and digitization continues to dominate the market, requiring extensive data center development. The combined \$6.4Bn investment from Silver Lake and DigitalBridge in Vantage Data Centers earlier this year demonstrates the large capital injection that is already underway. Another deal emphasizing the demand for digital infrastructure is the CoreWeave Term Loan. Led by Blackstone, and with investments from Magenetar, Coatue, Carlyle, CDPQ, DigitalBridge Credit, BlackRock, Eldridge Industries, and Great Elm Capital, this investment provides CoreWeave with a \$7.5 billion debt financing facility. According to an article by IJ Global, the Nvidia-backed CoreWeave plans to use this significant investment to double its data centers from 14 to 28 by the end of 2024. The surge in demand for data centers, driven by exponential growth in data usage, artificial intelligence, and IoT, has placed immense pressure on North America's power grid. This has led to grid shortages and a critical

need for sustainable energy solutions to ensure the continuity and expansion of data center operations. DigitalBridge's CEO, Marc Ganzi, has voiced his concerns about the critical power supply issue, predicting that available power for data centers might be exhausted within the next 18 to 24 months due to limitations in power transmission and distribution infrastructure. Data centers alone are expected to account for 7-10% of total energy demand by 2029. We predict significant capital and talent will continue to be drawn into both sectors to keep up with market demand.

Investing in first-of-a-kind technologies for energy transition infrastructure in North America has also gained significant momentum in 2024. This trend involves pioneering projects that aim to advance clean energy technologies, enhance grid modernization, and reduce carbon emissions. Such investments are crucial for achieving net-zero emissions goals and bolstering energy security. Talent from infrastructure, private/growth equity, and venture backgrounds has each been targeted for new strategies in this space, drawn to the more innovative deal structures and technologies.

The upcoming US election and the potential for a change in administration have raised concerns regarding implications for the renewable energy sector post-IRA. With these uncertainties, some investors are prioritizing futureproofing their investments in the short term rather than deploying further capital, which in turn will slow down the need to hire and scale investment teams. We anticipate two distinct groups emerging: those who accelerate deployment before the election and those opting for a cautious "wait-and-see" approach until next year.

Please enjoy the following report, which compiles a series of commentaries on the market, impactful individual moves, and a list of the public moves made within America's Infrastructure, Energy, and Digital space over H1 2024. Please be in touch with any questions or if you would like to connect with individuals on the One Search team to discuss how we can support your future hiring plans.



## Editors



**Rebecca Miles**  
Consultant, Equity & IR



**Henry Mockridge**  
Consultant, Credit

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## Private Equity: Evaluating First of a Kind Investment Talent

The discussion of investment and financing for First of a Kind (FOAK) projects in the climate infrastructure sector is poignant to the One Search team. Despite most of our executive search work today being focused on platform-level investors, the origin of our business is firmly rooted in that of infrastructure development. From public-private-partnership ~20 years ago to renewable energy tax credits and now to FOAKs today, One Search has been privileged to support investors, financiers, and operators that have deployed project capital in different ways to put “shovels in the ground.”

As various climate technology companies mature, their ability to garner further investment beyond venture capital and growth equity is heavily tied to their success in commercialization. This has brought forth dynamic market conversations around talent at the different counterparties working on these FOAKs. Across private equity vehicles with the right risk-return appetites, climate technology startups looking for capital markets-oriented CFOs, or de novo capital placement / financing platforms; One Search has several key talent insights from running FOAK-specific searches.

### Equity vs. Debt

Depending on how a FOAK project secures capital, they have the potential to blur the line between equity and debt, and even create new blended finance structures. Analytically, the evaluation of most FOAKs reflect that of a project finance-style model but require the ownership traits of a private equity sponsor. This poses a learning curve for candidates making the transition from either side of the capital stack. In any area of novelty, candidate assessment needs to focus on a holistic view of their potential and test them against their areas of least exposure to date.

### Early-stage vs. Infrastructure

FOAK investors ultimately need to demonstrate a couple of key characteristics from both the worlds of venture capital and infrastructure funds. FOAK projects themselves may surpass the capital capacity of most VCs, but much of the origination opportunity to position your investment platform on a FOAK project starts with networks and sourced relationships with early-stage companies. To then appropriately evaluate and structure that investment takes a rigorous due diligence process akin to where infrastructure investing has excelled for so long.

As with any growing asset class, the opportunities available will outweigh the hireable plug-and-play talent in the market. We're already seeing this with the current slate of FOAK investors and look forward to seeing this

evolve further as more asset managers launch FOAK or FOAK - related investment products.

If you are interested in connecting with the One Search team to discuss hiring strategies for your FOAK investment team build-out or are personally considering a move to a FOAK platform, please don't hesitate to reach out.

### Private Equity in the Middle East

Across the GCC region, hiring on the Equity side of things has remained a little sluggish. There have been some hires here and there with the usual SWF suspects, mostly at the junior to mid-levels, but not in the volumes we perhaps saw a year or two ago. As mentioned in our previous report, the region was buoyed after COP28 in Dubai and this also resulted in a new fund manager being launched - Lunate Capital. The firm has seen some initial growth and activity, predominantly across GP Stakes and Fund of Funds - but there has been limited direct investment activity as of yet, and we expect this to perhaps turn towards the end of the year. The momentum behind new and emerging energy technologies continues, and we have recently seen an Actis-Fortescue consortium awarded the rights to develop a large Green H2 project in Oman - expected to involve the construction of ~4.5GW of wind and solar resources to power electrolyzers, with the potential to produce up to 200,000 tonnes of Green H2 per year.

We have also been in discussions with several firms, local and international, who are looking to either establish a local presence or continue driving their strategies focused on investments in Emerging Markets or 'the Global South' - another key theme with some meaningful commitments that came out of the COP summit. AP Moller Capital announced the establishment of Verdant Energy, a platform that will focus on renewables projects across South East Asia with a focus on development stage projects in C&I and utility scale solar, wind and energy storage (BESS) projects. In addition, Mubadala announced its first investment in Japanese Renewables, making a cornerstone investment in PAG's APAC renewable energy platform, primarily focused on supplying solar power to corporations across the country. On the whole, the general consensus seems to be that into the latter half of the year and early next, we will see increased activity from a deal perspective and in most cases, that will have a knock-on effect on hiring volume.



**Patrick Reyes**  
Principal, Private Equity

*Patrick leads the Private Equity Practice in the Americas. Working with some of the leading private equity and venture capital firms investing in infrastructure and the energy transition, he and his team support executive-level searches for investment and asset management functions.*

*As our first New York-based employee appointed in 2018, Patrick has played an integral role in developing our presence in the Americas. Over the past six years here, he has built a track record of multi-hire projects that include new fund strategy team builds and North American expansion plans from international investors.*

*Prior to One Search, Patrick had specialized in the energy and infrastructure finance market where his relationships with venture and growth-stage investor clients at the time brought out his passion for the innovation and emerging technologies that support and service the industry. In the current era of transition, Patrick has provided talent consultation to dozens of asset managers in the launch of new investment products driving sustainability-related thematic.*



Roy Jumbo

**People Moves Report  
H1 2024, Americas**

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**Roy Jumbo**  
Head of Asset Management, Clean Energy  
AB CarVal

Click [here](#) to watch the video interview

# Private Equity Senior Moves

81% Male 19% Female



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Name	Leaving	Joining	Title	Location
Kevin Healy	InfraRed Capital Partners	Amber Infrastructure Limited	Managing Director	NY
Stephan Feilhauer	S2G Ventures	Antin Infrastructure Partners	Partner	NY
Aurin Bhattacharjee	Goldman Sachs	ARB Investments	Managing Partner and Chief Investment Officer	NY
Patrick Foye	ASTM North America	Ardian	Operating Partner	NY
Stephen Brown	Buck Hill Capital	Arroyo Investors	Managing Director	TX
Jeff Johnson	Temasek	B Capital	General Partner	CA
James Larsen	Upper Peninsula Power Company	Basalt Infrastructure Partners	Operating Partner	NY
Jeff Baudier	CORE Electric Cooperative	Bernhard Capital Partners	Senior Managing Director	LA
Jim Blaeser	Omni Logistics	Blackstone	Managing Director, Infrastructure Portfolio Operations	NY
Robert de Veer	GCM Grosvenor	Blackstone	Managing Director	NY
Alex Behar	eighty2i	Buoyant Ventures	Principal	IL
Xavier Castro	AX Water Ventures	Climate Adaptive Infrastructure	Operating Partner	NY
Patrick Yip	GEC	Climate Investment	Managing Director, Head of Growth	TX
Alain Castro	Marena Capital	DWS Group	Operating Partner	FL
Adam Daley	Magnetar Capital	Elda River	Co-Founder and Managing Partner	TX
Michael Dean	Magnetar Capital	Elda River	Co-Founder & Partner	IL

# Private Equity Senior Moves

81% Male 19% Female



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Name	Leaving	Joining	Title	Location
Eric Scheyer	Magnetar Capital	Elda River	Co-Founder and Managing Partner	IL
Craig Rohr	Magnetar Capital	Elda River	Co-Founder & Partner	IL
Michael Wilds	Magnetar Capital	Elda River	Senior Managing Director	MO
David Zimmerman	Crescent Midstream	Equitix	Head of Investments, North America	TX
Bennett Cohen	Closed Loop Partners	Fortescue Energy Ventures	Director of US Investments	NY
Jeannine Sargent	Proterra Inc	G2 Venture Partners	Operating Partner	CA
Daniel De Boer	Allianz Capital Partners	Greenbacker	Head of Infrastructure	NY
Carl Weatherley-White	Advantage Capital	Greenbacker	Managing Director & Head of Capital Markets	NY
Evan Sherman	Blackstone	Greenbacker	Head of Acquisitions	NY
Jonathan Stone	Instar Asset Management	Guardian Capital Group	Managing Director, Guardian Smart Infrastructure	ON
Eric Maltzer	McKinsey & Company	IFM Investors	Director of Sustainable Investment, North America	NY
Claire (de Filippis) Wiggins	Stonelake Capital Partners	IPI Partners	Senior Vice President, Portfolio Management	TX
Jody-Ann Bailey-Smith	BlackRock	Kingston Infrastructure Partners	CFO	NY
Manasi Desai	Ara Partners	Lime Rock New Energy	Director	TX
Anne Valentine Andrews	BlackRock	Manulife Investment Management	Global Head of Private Markets	NY
Michael Brand	Cambridge Associates	Mercer	Partner, Global Head of Real Assets	MA

# Private Equity Senior Moves

81% Male 19% Female



Name	Leaving	Joining	Title	Location
Daniel Barbosa	Global Infrastructure Partners	Morgan Stanley	Executive Director	NY
Akilah Crichlow	Warburg Pincus	Morrison	Executive Director	NY
Taylor Chapman	Cascade Climate	New Climate Ventures	Investment Principal	TX
Karine Khatcherian-Pisant	Closed Loop Partners	Power Sustainable	Managing Partner - Co-Head of Decarbonization Private Equity	NY
Natalie Deschamps	CPP Investments	Power Sustainable	Principal, Decarbonization Private Equity	ON
Martin Aares	Closed Loop Partners	Power Sustainable	Managing Partner - Co-Head of Decarbonization Private Equity	NY
Randall Harrigan	Navo Capital	Power Sustainable	Principal	NY
Bala Nagarajan	NextEra Energy	S2G Ventures	Managing Director	NY





# Private Equity Mid-level Moves

75% Male 25% Female



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Name	Leaving	Joining	Title	Location
Ida Girma	TCG	B Capital	Principal	CA
Jonathan Steele	UBS	Basalt Infrastructure Partners	Vice President	NY
Victor Wong	SER Capital Partners	BCI	Principal	BC
David Silverman	UKG	Blackstone	Assistant Vice President	FL
Maximiliaan Sabbe	Bain & Company	Breakthrough Energy	Investment Principal	MA
Chris Wu	Impact Engine	Builders Vision	Vice President	IL
Adam Hahn	J.P. Morgan	CIM Group	Associate Vice President, Infrastructure & Climate Solutions	NY
Jerry Wu	BMO Capital Markets	CIM Group	Associate Vice President, Infrastructure	CA
Daniel Gerding	HASI	Copenhagen Infrastructure Partners	Vice President	NY
Duncan Simmons	Aqxa Research	DigitalBridge	Vice President	CO
Margaret Sone	BlackRock	ECP	Vice President	NY
Tommy Milburn	Magnetar Capital	Elda River	Vice President, Investments	TX
Steven Yang	SER Capital Partners	Energy Impact Partners	Principal	NY
Shahriar Shams-Ansari	Brookfield	Energy Impact Partners	Vice President	NY
Jenny Gao	U.S. Department of Energy	Energy Impact Partners	Vice President	NY
Kevin Jung	Goldman Sachs	Equitix	Investment Manager	TX

# Private Equity Mid-level Moves

75% Male 25% Female



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Name	Leaving	Joining	Title	Location
Erin Larson	Neos Partners	GIC	AVP	CA
Richard Morse	Elliott Investment Management	Global Infrastructure Partners	Principal	CA
Lauren Harvey	BUILD SF	IPI Partners	Development Lead	CA
Kamila Kennedy	RealtyMogul	IPI Partners	Vice President	IL
Nathan Serota	Google	IPI Partners	Vice President, Energy	NY
Logan Craig	Microsoft	IPI Partners	Industrial Developer	CA
Benjamin Oleniczak	Vista Equity Partners	IPI Partners	Vice President	IL
Ben Carlson	Digital Realty	IPI Partners	Vice President	KC
Hady Abou-Jaoude	Hines	IPI Partners	Vice President	CA
Alessandro Portela	Modern Energy	Keyframe	Investor	NY
Nicholas Welsh	Goldman Sachs	Kingston Infrastructure Partners	Vice President	FL
Caie Kelley	SOUNDWaves	Lowercarbon Capital	Principal	CA
Mahsa Nami	Sidewalk Infrastructure Partners	Montauk Climate	Principal	NY
Juan Sebastian Figueroa	CIM Group	Nuveen, a TIAA Company	Investment Manager	NY
Oliver Noble	Axium Infrastructure	Ridgewood Infrastructure	Vice President	NY
Lambros Theofanidis	Cypress Creek Renewables	Segue Sustainable Infrastructure	Principal	NY

# Private Equity Mid-level Moves

75% Male 25% Female



Name	Leaving	Joining	Title	Location
Neerav Jashnani	Greenbacker Capital	Segue Sustainable Infrastructure	Principal	NY
Lela Jgerenaia	The Carlyle Group	SER Capital Partners	Principal	NY
Yasmine Woo	Basalt Infrastructure Partners	Spring Lane Capital	Vice President	MA
William MacRae	Forum Equity Partners	TorQuest Partners	Vice President	ON
Alicia Chen	EIG	Versus Capital Partners	Director	NY
Nare Janvelyan	Simon-Kucher	Voyager Ventures	Investor	CA



# Private Equity Early Moves

66% Male 34% Female



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Name	Leaving	Joining	Title	Location
Lydia Kurtz	J.P. Morgan	Acadia Infrastructure Capital	Investment Associate	NY
Jon Linen	Energy Transition Capital Management	Actis	Associate	NY
Josh Charap	Nomura Greentech	Aiga Capital Partners	Associate	NY
Tyler Russo	CIBC	Aiga Capital Partners	Senior Associate	NY
Rhea Castelino	OMERS Private Equity	AIMPERA Capital Partners	Associate	CA
Allison Wilson	Boston Consulting Group	Antin Infrastructure Partners	Associate, Performance Improvement	NY
Gursimran Dhillon	CIBC	Ardian	Analyst	NY
Hein Win Aung	QIC	AustralianSuper	Investment Professional	NY
Harshita Mira Venkatesh	Breakthrough Energy Fellows	Avesta Fund	Investment Associate	CO
Charles-Olivier Guignard	National Bank of Canada	Axium Infrastructure	Analyst, Investments	QC
Mary Allen Cope	EnCap Investments L.P	Bernhard Capital Partners	Associate	TX
Michael Remondet	England & Compnay	Bernhard Capital Partners	Associate	LA
Joshua Farr	Amedisys	Bernhard Capital Partners	Senior Financial Analyst	LA
Preston Galatas	Arroyo Investors	Black Bay Energy Capital	Private Equity Associate	LA
Daniel Giron	Bank of America	BlackRock	Investment Associate	NY
Hanaa Malik	Arcline Investment Management	Blackstone	Associate	NY

# Private Equity Early Moves

66% Male 34% Female



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Name	Leaving	Joining	Title	Location
Keith A. Fernandez Jr.	PwC	Blackstone	Associate	NY
Reed Giesinger	First Reserve	Blackstone	Senior Associate	TX
Diego Garrison	Boundary Stone Partners	Breakthrough Energy	Senior Associate	DC
Nicholas Perez	Guggenheim Partners	Breakthrough Energy Catalyst	Associate	NY
Meghan McGill	Harvard University	Breakthrough Energy Ventures	Senior Investment Associate	MA
Joshua Prentice	Credit Suisse	Butterfly Equity	Private Equity Investment Professional	CA
Sheetal Akole Annam	Morgan Stanley	Climate Adaptive Infrastructure	Senior Associate	CA
Utsab Roychowdhury	Moelis & Company	Closed Loop Partners	Private Equity Associate	NY
Cecilia Katrine Bergendahl	Core Sustainability Capital	Copenhagen Infrastructure Partners	Analyst	NY
Ethan Liu	National Bank Financial	CPP Investments	Associate, Infrastructure	ON
Kunwar Singh	CIM Group	DigitalBridge	Senior Associate	NY
Jonli Keshavarz	Cartography Cap	DTCP	Investor	CA
Grace Kim-E	Magnetar Capital	Elda River	Investment Associate	TX
Charles Coyle	Magnetar Capital	Elda River	Associate	IL
Zachary Smith	Magnetar Capital	Elda River	Investment Associate	TX
Ananya Rajesh	Redpoint Ventures	Energy Impact Partners	Investor	NY

# Private Equity Early Moves

66% Male 34% Female



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Name	Leaving	Joining	Title	Location
Noah Sumait	Fifth Wall	Energy Impact Partners	Investor	NY
Keval Patel	Accenture	Energy Impact Partners	Associate	GA
Grace Penders	Energize Capital	Equal Ventures	Investment Lead	NY
Logan Williams	Clenera	Excelsior Energy Capital	Investment Associate	MN
Will Guarini	Ardian	Fiera Infrastructure	Associate	NY
Lily Cordover	Union Square Advisors	Fifth Wall	Analyst	NY
Vasmi Patel	Bank of America	GIC	Associate	NY
Kevin Lai	Bank of America	GIC	Associate	NY
Srilakshmi Yerramsetti	Roc Global	Goldman Sachs	Analyst	NY
Nic Miano	Guggenheim Partners	I Squared Capital	Associate	FL
Emelia Bartusiak	Wells Fargo	iCON Infrastructure LLP	Analyst	NY
Sophia Prager	HedgeServ	IFM Investors	Associate	NY
Sarah Ladouceur	Altus Power Inc.	Igneo Infrastructure Partners	Executive	NY
Connor Stone	ConnectGEN	Inyarek Partners	Associate	MA
Crawford McCrary	3E Management	IPI Partners	Associate	TX
Ashley Fontanille	Crescent Capital Group	Irradiant Partners	Associate	CA

# Private Equity Early Moves

66% Male 34% Female



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Name	Leaving	Joining	Title	Location
Manav Tilwani	Truist Securities	J.P. Morgan	Analyst, Renewable Energy Investments	NY
Mike Gratzinger	J.P. Morgan	Kimmeridge	Senior Associate	NY
Aaron Borchert	Global Infrastructure Partners	KKR	Associate	NY
Michael Urbinato	Jefferies	LS Power	Associate	NY
Yijia Gao	SMBC	LS Power	Associate	NY
Nishant Kumar	Bank of America	LS Power	Associate	NY
Luca Formenti	Columbia University	Macquarie	Infrastructure Private Equity / Principal Investments	NY
Calvin Connor	John Hancock	Manulife Investment Management	Analyst, Infrastructure and Energy Transition Private Equity Investments	MA
Jeremy Feinstein	Deutsche Bank	NOVA Infrastructure	Associate	NY
Cameron Su	SMBC	Oaktree Capital Management	Analyst	CA
Stefan Mitu	VU Venture Partners	Oaktree Capital Management	Senior Associate	CA
Hugh Whitney	Silverpeak	OIC	Associate	NY
Kaitlyn Law	PSP Investments	Ontario Teachers' Pension Plan	Investment Associate, Sustainable Investing	ON
Kellvea Wang	CIBC Capital Markets	Ontario Teachers' Pension Plan	Investment Analyst, Infrastructure & Natural Resources	ON
Matthew Oliver	Agentis Capital	Ontario Teachers' Pension Plan	Investment Analyst, Infrastructure & Natural Resources	ON
Autumn Engebretson	547 Energy	Pennybacker	Associate, Critical Infrastructure	TX

# Private Equity Early Moves

66% Male 34% Female



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Name	Leaving	Joining	Title	Location
Riccardo Cogo	Broccolini	Power Sustainable	Associate	QC
Brianna Rivera	Wells Fargo	Powerhouse	Investor	CA
Paulomi Rao	Plant A Investors	Powerhouse	Venture Fellow	CA
Ryan Cahill	Canaccord Genuity Group	Providence Equity Partners	Associate	MA
Jean-Christophe Azzopardi	Axium Infrastructure	PSP Investments	Associate, Canada Growth Fund	QC
Cory Miller	Pickering Energy Partners	Quantum Capital Group	Investment Associate	TX
Karthik Srinivasan	CIBC	Ridgewood Infrastructure	Associate	NY
Maggie Cha	UBS	S2G Ventures	Investment Associate, Food & Agriculture	IL
Matthew LaPorta	Moelis & Company	S2G Ventures	Associate, Special Opportunities	CA
August O'Hern	Generate	S2G Ventures	Associate, Special Opportunities	CA
Henry Hu	HarbourVest Partners	S2G Ventures	Senior Analyst, Oceans	IL
Max Fischer	Rothschild & Co	Sandbrook Capital	Associate	NY
Diego Rodriguez	BNP Paribas	SB Energy	Associate, M&A Growth	NY
Sonya Lui	Bank of America	SER Capital Partners	Associate	NY
Sophia Campbell	Oak Hill Advisors	Stonepeak	Associate	NY
Noemi Walzebuck	Powerhouse	The Westly Group	Senior Associate	CA

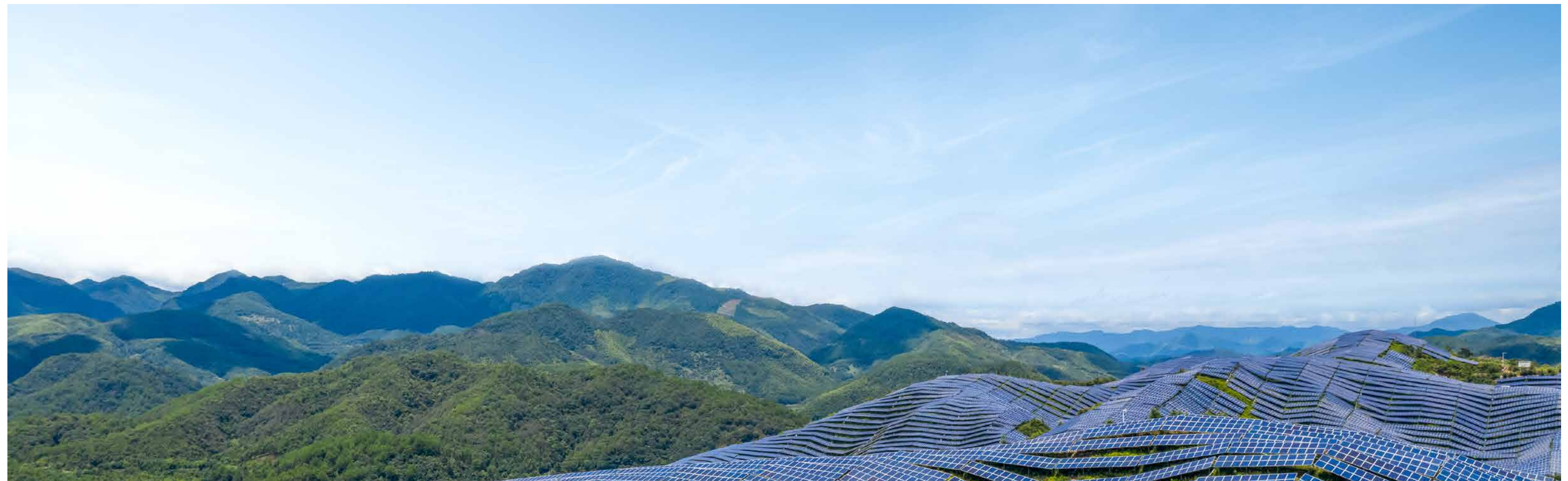


# Private Equity Early Moves

66% Male 34% Female



Name	Leaving	Joining	Title	Location
Alex Boyd	Morgan Stanley	Tiger Infrastructure Partners	Associate	NY
Alex Kryvoruka	J.P. Morgan	Ubiquity	Senior Associate, Investments & Strategy	NY
Suyash Kumar	RWE	Ullico Inc.	Analyst	IL
Elizabeth Fitzgerald	Guggenheim Partners	Warren Equity Partners	Associate	NY
Blake Chapman	EY	Warren Equity Partners	Transactions Associate	NY



## Credit: Evolution of Digital Infrastructure in Project Finance

The evolution of digital infrastructure in the financial market over the past decade has been remarkable. With our world becoming increasingly digitized, we've witnessed not just a surge in investments but also a wave of innovative strategies designed to support this transformation. Project Finance Bankers have been quick to recognize the vast potential within the digital infrastructure space and have been agile in adapting their traditional financing structures to better suit the unique needs of project financing across Data Centers, Fiber, 5G Cells, Towers, Satellite Infrastructure, and more. By reimagining and refining their financing models and teams, these institutions are positioning themselves to seize the array opportunities presented by the growth of digital infrastructure in the financial market.

The increasing importance of digital infrastructure stems from several key factors. Firstly, there's been explosive growth in digital data creation and consumption due to trends like social media, e-commerce, IoT devices, and cloud computing. This surge in demand has made it crucial to invest in robust digital infrastructure to keep up with the need for connectivity and computing power. The COVID-19 pandemic has also played a role, accelerating the shift towards digital solutions across industries. Remote work, online education, telemedicine, and e-commerce have all become vital, highlighting the importance of reliable digital infrastructure. Additionally, breakthrough technologies like 5G, artificial intelligence, and edge computing have further emphasized the need to modernize digital infrastructure to fully leverage these innovations.

Over the past 3-4 years, we have seen a noticeable uptick in project finance teams across the United States homing in on digital infrastructure as a key focus area. As of now, there are only a handful of teams who have mastered the craft, while others are still in the building phase of these unique transactions. Here are some trends that have emerged:

- **Team Buildouts:** Many project finance teams have been expanding their expertise by building dedicated digital infrastructure teams. This involves hiring professionals with specialized knowledge in areas such as data centers, telecommunications networks, and broadband infrastructure.
- **Senior Members' Focus:** Senior members within project finance teams have increasingly taken on digital infrastructure as a sector focus. Their leadership in this area helps drive strategic direction and ensures that the team is well-positioned to capitalize on opportunities in the digital

infrastructure market.

- **Collaboration Across Teams:** Collaboration between TMT (Technology, Media, and Telecommunications) Leveraged Finance, Real Estate and Project Finance teams has become more common. This interdisciplinary approach allows teams to leverage their respective expertise and resources to structure and execute digital infrastructure projects more effectively.
- **Hiring from Related Backgrounds:** Project finance teams are actively hiring professionals with backgrounds in Asset-Backed Securities and Leveraged Finance within the TMT sectors. These individuals bring valuable experience and industry connections that can help drive new relationships and expand the team's reach within the digital infrastructure market.

Overall, the focus on digital infrastructure within project finance teams highlights the significance of this sector in the broader financial landscape. As digital technologies continue to reshape industries and societies, project finance professionals are positioning themselves to play a pivotal role and capitalize on the opportunities ahead.

### Credit in the Middle East

Across the GCC region, there has been continued activity and discussions around hiring within the Credit and Financing space over H1 2024, continuing suit from the end of last year. We continue to engage with Banking groups & Developers around bolstering their current teams as they continue to capitalise on the growing opportunities here. No doubt, the most interesting trend we are witnessing is the increased volume of advanced discussions being held pertaining to specialist, Infrastructure Credit Funds looking to enter the GCC.

Many of these are witnessing a gap in the market where financing optionality is concerned, particularly given the monumental scale of the pipeline of Infrastructure and Energy Transition projects, and the amount of capital required to get everything completed. This is particularly evident in KSA, and as we increasingly see a credit squeeze on local banks, Private Credit Funds are looking to enter the market to provide an additional line of much needed, additional liquidity - looking to operate across the risk spectrum

from Senior to Junior structures. In June, Edmond De Rothschild's BRIDGE platform announced its entry to the KSA market in collaboration with local players Watar Partners and SNB Capital, a first mover in the asset class here - something we're excited to partner with them on as they build a local presence in Riyadh. With all this activity, we are still seeing continued interest from the international talent community in exploring opportunities in the region - and no doubt we will be seeing more announcements of international players setting up shop as we push into the end of the year and into next.



**Benedetta Hudson**  
Consultant, Credit

*Bene joined One Search in November 2021 to help continue the development of One Search's Credit Practice in the US. She specializes in Associate & Senior Associate hiring for some of the most prestigious Banks and Credit Funds across the US. Since joining the team, Bene has successfully worked with the likes of Ares, KKR, and various Sustainable Infra-focused Credit funds. Prior to One Search, Bene was worked on IT Recruitment. However, given current events globally, she decided to pivot to a firm and be involved in Renewables and ESG recruitment. The relevance of the sector and learning about new market trends is what Bene finds the most fascinating about working on One Search's Credit team.*





## Candidate

### Brief Overview of ARES

Ares Management Corporation is a leading global alternative investment manager offering clients complementary primary and secondary investment solutions across the credit, private equity, real estate and infrastructure asset classes. We seek to provide flexible capital to support businesses and create value for our stakeholders and within our communities.

By collaborating across our investment groups, we aim to generate consistent and attractive investment returns throughout market cycles. As of March 31, 2024, Ares Management Corporation's global platform had approximately \$428 billion of assets under management with approximately 2,900 employees operating across North America, Europe, Asia Pacific, and the Middle East.



**William McClendon**  
Vice President, Infrastructure Debt

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

There is a tremendous demand for new infrastructure driven largely by digitization and the energy transition. Ares Infrastructure Debt Fund is one of the largest infrastructure debt platforms globally. The group combines a broad mandate with flexible capital solutions to capitalize on the growing need for new infrastructure on a global scale.

### Please tell us what your role will entail

As a Vice President, my primary responsibilities will include managing and running deal processes as well as originating potential new financings for the fund. The deal teams are also responsible for the ongoing management of existing portfolio investments.



## Candidate

### Brief Overview of Vantage Infrastructure

Vantage Infrastructure is an independent specialist investment manager focused on building relevant debt and equity solutions within the infrastructure sector to address their global clients' needs. Vantage manage over 80 investments in the energy, environment, transportation, data infrastructure and social infrastructure sectors across Europe, North America and Australia.

Their primary focus is to deliver superior, sustainable risk-adjusted returns through the most suitable investment solutions they can offer to their clients. Vantage has approximately \$4.3 billion of assets under management with 27 employees across North America and Europe.



**Laura Wood**  
Senior Associate

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

Vantage Infrastructure offered me a chance to enhance my existing skill set on a growing team that is as passionate about infrastructure as I am. I liked that they were excited to have mentor and allow me to grow and learn within the platform.

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

I was attracted to the leadership and investment thesis as well as the size of the team at Vantage Infrastructure. I've worked for 3 large corporations in my career and I'm excited to work for a smaller team that will give me more ownership over my work, access to the full execution process, and ability to enhance my skill set.

# Credit Senior Moves

70% Male 30% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Allison Larr	Citi	Barclays	Director	NY
Andreas Maerki	SMBC	BBVA	Director	NY
Nick Forte	HSBC	CIBC	Executive Director, Head of Infrastructure	NY
Scott Easey	Commonwealth Bank	CIBC	Executive Director	NY
Edward de Jager	NAB	Commerzbank	Director	NY
Eric Chen	The Carlyle Group	Copenhagen Infrastructure Partners	Director	NY
Christopher Bell	ING	Credit Agricole	Director	NY
Ana Magro	Deutsche Bank	Credit Agricole	Director	NY
Horace Zona	Natixis	DigitalBridge	Managing Director	NY
Andrea Lubinsky	Credit Agricole	Exus Renewables	Head of Project Finance	NY
Jamie Hutson	Distributed Solar Development	GoodFinch	Partner	NY
Jesus Enriquez Torresdey	ICBC	ING	Director	NY
Nick Barlow	NAB	J.P. Morgan	Head of Infrastructure North America, Global Corporate Bank	NY
Omar Valdez	Credit Agricole	J.P. Morgan	Executive Director	NY
Genevieve Giamarino	Arevon	LS Power	Senior Vice President	NY
Eden Rahman	Credit Agricole	MUFG	Director	NY

# Credit Senior Moves

70% Male 30% Female



Name	Leaving	Joining	Title	Location
Lena Doan	HPS Investment Partners	Nuveen, a TIAA company	Managing Director	NY
Eliot Javanmardi	HPS Investment Partners	Nuveen, a TIAA company	Managing Director	TX
Jeffrey Hostettler	HPS Investment Partners	Nuveen, a TIAA company	Managing Director	NY
Mansi Patel	MetLife	Principal Asset Management	Senior Managing Director, Head of Infrastructure Debt	NJ
Brian Burchfield	Drexel	SMBC	Executive Director	NY
Michael Gray	Barclays	Spearmint Energy	Managing Director	FL
Susana Cam	CNB	Zions Bancorporation	Director	CA





**Mehdi Serghini**  
Chief Development & Investment Officer

### Brief Overview of Gaia Energy

Founded in 2009, Gaia Energy is a leading independent developer of large-scale renewable energy projects in Africa, with operations spanning 12 countries.

As the first local company to undertake large-scale renewable energy projects in Africa, Gaia Energy adheres to the highest international technical standards. The company boasts a presence in over 12 countries and has an impressive pipeline of 12 GW of renewable energy projects and 20 GW of green hydrogen projects currently under development.

In Morocco, Gaia Energy is actively developing a portfolio exceeding 4,000 MW in wind power projects and 4,000 MW in solar power projects, in addition to green hydrogen production initiatives, distributed across all regions of the kingdom.

Gaia Energy has forged top-tier strategic partnerships for its projects with leading global energy companies, including ENEL, Iberdrola, General Electric, Masdar, Baywa, and Amarenco. The company employs a dedicated team of 40 professionals across four Moroccan cities, all focused on project development.

## Gaia Energy in the Spotlight: Morocco: The Powerhouse Propelling Europe's Green Revolution

### Background on Mehdi

With over 22 years of extensive experience in the Big 4, including 8 years at Deloitte Francophone Africa, I currently serve as Chief Development & Investment Officer at Gaia Energy where I lead the development of sustainable and innovative energy projects across MENA and Africa.

My responsibilities include originating and executing partnership deals in renewable power, hydrogen, carbon, green data centers, and emerging green industries. In addition to my role at Gaia Energy, I joined Apricum Group in Q2 2024 as Senior Advisor for the MENA region. In this capacity, I harness my expertise to spearhead sustainable and innovative energy solutions, advancing Apricum's projects throughout the MENA region.

Prior to these roles, I served as CEO of Infrastructure & Logistics and Head of the Morocco Office at Ajlan & Bros Holding.

### What attracted you to join Gaia Energy and what will your role entail?

Joining Gaia Energy Group was a compelling opportunity due to the company's leading role in driving sustainable and innovative energy initiatives across the MENA and Africa regions. I was particularly attracted by Gaia Energy's commitment to renewable power, hydrogen, and green data centers, as well as its strong emphasis on fostering strategic partnerships and delivering impactful, sustainable solutions. In my role as Chief Development & Investment Officer, I will lead the origination and finalization of deals in these emerging green industries. I am dedicated to cultivating and nurturing relationships with regional entities and stakeholders, ensuring that Gaia Energy not only meets but exceeds its goals in promoting renewable energy and sustainability. My focus will be on delivering value, fostering a culture of excellence, ethics, and inclusivity, and driving groundbreaking projects that contribute positively

to the environment and the economy.

### Could you elaborate on the culture within Gaia Energy?

Gaia Energy's culture is deeply rooted in our commitment to sustainability and innovation, aiming not only to meet today's energy needs without compromising the future but also to export renewable power and H2 to Europe at the most competitive rates. Our objective is to ensure that our actions benefit both current and future generations. Gaia Energy advances innovation in renewable energy and green hydrogen, offering clean energy solutions at highly competitive costs. For example, we are actively developing large-scale wind and solar power projects, along with green hydrogen production, with the aim of significantly reducing carbon footprints across the MENA and Africa regions while ensuring a competitive cost (H2 price of 2 Eur/Kg). Our vision is to become a global leader in renewable energy and green hydrogen, accelerating the energy transition to assist nations and communities in achieving their net-zero goals. Our values—Sustainable, Pioneering, Agile, and Inclusive—are integral to our operations. We foster an inclusive work environment that thrives on the diversity of our people and teams. Moreover, we maintain agility to continuously adapt to global energy trends and meet our clients' evolving needs.

### What excites you about this next chapter in your career?

What excites me deeply about this next chapter in my career is the prospect of being part of a team that is poised to disrupt the current energy status quo. With our unwavering commitment to placing Net Zero at the forefront of our strategy, the opportunity to contribute to meaningful change is exhilarating. Our ambition to become a formidable player in this industry, one that not only meets but exceeds expectations, resonates with my own drive for excellence. This next phase represents more than just a career move—it's a chance to be at the forefront of a movement

## Gaia Energy in the Spotlight: Morocco: The Powerhouse Propelling Europe's Green Revolution



towards a sustainable future.

The idea of being involved in initiatives that push boundaries, challenge norms, and pave the way for a greener, more equitable world is incredibly motivating. It's not just about personal growth; it's about being part of something bigger than myself and leaving a positive legacy for generations to come.

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

Over the next 12-24 months, we're presented with a unique set of opportunities and challenges, particularly in our ongoing renewable energy and hydrogen projects. In renewable energies, our focus remains on the final stages of developing 1 GW of wind farms, strategically positioned to cater to the escalating power demands driven by the burgeoning EV industry ecosystem in Morocco. Concurrently, we're actively engaged in exploring partnerships to advance our extensive sub-Saharan portfolio of wind projects, 12 GW in total, aiming to bring them to fruition in the near future.

Our pipeline includes projects in Tunisia, Cote d'Ivoire, Ghana, Nigeria, Kenya, Tanzania and Ethiopia.

On the hydrogen front, recent developments have been promising. With the backing of a major strategic sponsor, we're on the cusp of finalizing a robust pipeline of projects. These encompass a diverse range of initiatives, spanning from e-methanol and e-n to green ammonia and green hydrogen. These ventures not only align with our commitment to sustainability but also position us at the forefront of the burgeoning hydrogen economy, poised to make a significant impact in decarbonizing various sectors.

However, amid these exciting prospects lie challenges. Navigating the complex regulatory and policy landscape, particularly in the evolving realm of renewable energy and hydrogen production, remains paramount. Additionally, ensuring seamless execution and operational efficiency across our projects amidst intensifying competition and economic uncertainties poses a considerable challenge. Nonetheless, with our unwavering dedication, strategic partnerships, and a forward-thinking approach, we're well-equipped to capitalize on these opportunities and surmount the challenges ahead.



**Jack Atkins**  
Principal, Middle East

*Having been with One Search since 2017, Jack is a Principal leading our Middle Eastern coverage from Abu Dhabi. Tasked with growing One Search's business in the region, he has a predominant focus across the UAE, KSA and Qatar. Prior to this, he spent several years in London as part of the Equity and Portfolio practices, delivering search and talent solutions to leading infrastructure and energy investors across the broad, EMEA region. He now holds a coverage role, providing on the ground connectivity, network, and search solutions across all practice areas including Credit, Investor Relations, Legal and ESG, working collaboratively with our global offices.*

*Jack has established an international network across a diverse set of financial institutions from funds and banks to developers and corporates, and has spent much of his time consulting with clients around new platform/franchise builds. With increasing focus from clients looking towards the GCC, Jack spends his time between those already established in the region, as well as those looking to enter and establish a physical presence.*





# Credit Mid-level Moves

78% Male 22% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Will McClendon	RiverStone	Ares Management	Vice President	NY
Kevin Salandanan	RWE	Bank of America	Vice President	IL
Christopher Magalhaes	Wollemi Capital	Bank of America	Vice President	NY
Yanqi Cui	ICBC	Bank of China	Assistant Vice President	NY
Clayton Grageda	Santander	Barclays	Assistant Vice President	NY
Clay Macfarlane	Fifth Wall	Blackstone	Principal	NY
Andrew Schaaf	HSBC	BNP Paribas	Vice President	NY
Anna Kolobkova	ING	CIBC	Director	NY
Tyler Hilliard	First Citizens Bank	CIM Group	Assistant Vice President	CA
Ian Merizalde	CIBC	CleanCapital	Vice President	NY
Romain Tinland	InCharge Energy	Credit Agricole	Vice President	NY
Jacquelin D'Angelo	RCS Solutions	DNB	Vice President	NY
Pablo Mares	Intesa Sanpaolo	First Bank Florida	Vice President	FL
Jun Yan Seow	Sunrun	Generate	Investment Professional	CA
Kyle Chamberlain	AES	Generate	Vice President	CA
Jason Chander	CohnReznick	Greenprint Capital	Vice President	CA

# Credit Mid-level Moves

78% Male 22% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Shuting Zhang	Simpleray	HASI	Manager	DC
Eli Birgé	ING	Helaba	Assistant Vice President	NY
Parker Montgomery	ICBC	Helaba	Vice President	NY
Shaya Greenberger	AB CarVal	Homecoming Capital	Vice President	CA
Jeffrey Zhou	Deutsche Bank	HPS Investment Partners	Vice President	NY
Daniela Ortiz	CIBC	ING	Vice President	NY
Jaiver Jimenez	Helaba	ING	Vice President	NY
Jose Tellechea	Mazars	ING	Vice President	NY
Bon Koo	MUFG	ING	Vice President	NY
Christopher Martin	Enstructure LLC	ING	Vice President	NY
Shashank Reddy	ING	Investec	Vice President	NY
Sahar Kamali	Skadden	IPI Partners	Vice President, Capital Markets	NY
Tibita Kaneene	NY Green Bank	Mizuho	Vice President	NY
Maria Vargas	Nord LB	MUFG	Vice President	NY
Mazen Abdelmaguid	Societe Generale	Natixis	Vice President	NY
Marcelle Syku	NY Green Bank	Nexamp	Manager	NY

# Credit Mid-level Moves

78% Male 22% Female



ONE SEARCH

Name	Leaving	Joining	Title	Location
Josh Peter	Summit Partners	OIC	Vice President	NY
Matthew Maye	SMBC	Rabobank	Vice President	NY
Joanna Trott	SMBC	Siemens Financial Services	Vice President	NY
Sefton Flannery	Orsted	Silicon Valley Bank	Vice President	NY
Aly ElSalmi	MUFG	Silicon Valley Bank	Vice President	NY
Pedro Aparicio	Goldman Sachs	Venture Global LNG	Senior Manager	NY



# Credit Early Moves

85% Male 15% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Stephen Hirschmann	Syncarpha Capital	AB CarVal	Associate	NY
Will Veringa	Truist Securities	AB CarVal	Associate	NY
Matthieu Bougerol	Credit Agricole	Allianz Global Investors	Analyst	NY
Brandon Baldwin	Citi	Apollo Global Management	Associate	NY
Kendra Slater	Wells Fargo	Bank of America	Analyst	NC
Michael Wilkinson	U.S Department of Energy	Bank of America	Associate	NY
Sebastian Penaherrera	ProviCapital Partners	BBVA	Analyst	NY
Sarah Pupovac	Mackenzie Investments	BCI	Associate	ON
James Diversi	AB CarVal	Blackstone	Senior Associate	NY
Salim El Gharbi	Scotiabank	Brookfield Renewable	Senior Analyst	ON
Matt Froschauer	BBVA	CIBC	Associate	NY
Dom Witkowski	Greenskies	CIBC	Associate	NY
Stacy Shen	J.P. Morgan	Copenhagen Infrastructure Partners	Associate	NY
Lauren Jarrar	RBC	CPP Investments	Associate	ON
Borja Morales	Astris Finance	Credit Agricole	Associate	NY
Daniel Yeom	Savion	Credit Agricole	Associate	NY

# Credit Early Moves

85% Male 15% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Louis Fears	BNP Paribas	DC Advisory	Associate	NY
Dan Warpecha	Alvarez & Marsal	DWS	Associate	NY
Jimmy Rosado	Bank Of America	Energy Impact Partners	Investor	FL
Kamil Skrzypek	QIC	Evercore	Associate	NY
Liam Carroll	TigerGenCo	First Citizens Bank	Associate	NY
Sungwoo Park	Orbit Partners	Goldman Sachs	Analyst	NY
Trevor Speights	Barings	HASI	Senior Analyst	MD
Andrew Florendo	Bank Of America	HPS Investment Partners	Analyst	NY
Soumyasri Donty	J.P. Morgan	ING	Associate	NY
Neel Sood	DZ Bank	ING	Associate	NY
Ricardo Tamez	NAB	ING	Associate	NY
Rutger Heijermans	Scotiabank	ING	Associate	NY
Peter Messenger	Citi	Investec	Analyst	NY
Reme Uduebo	Mizuho	IonicBlue	Associate	NY
Jack MacWilliams	Cypress Creek Renewables	Javelin Capital	Analyst	NY
Louis Lhermitte	Meridiam	John Laing	Associate	NY

# Credit Early Moves

85% Male 15% Female



ONE  
SEARCH

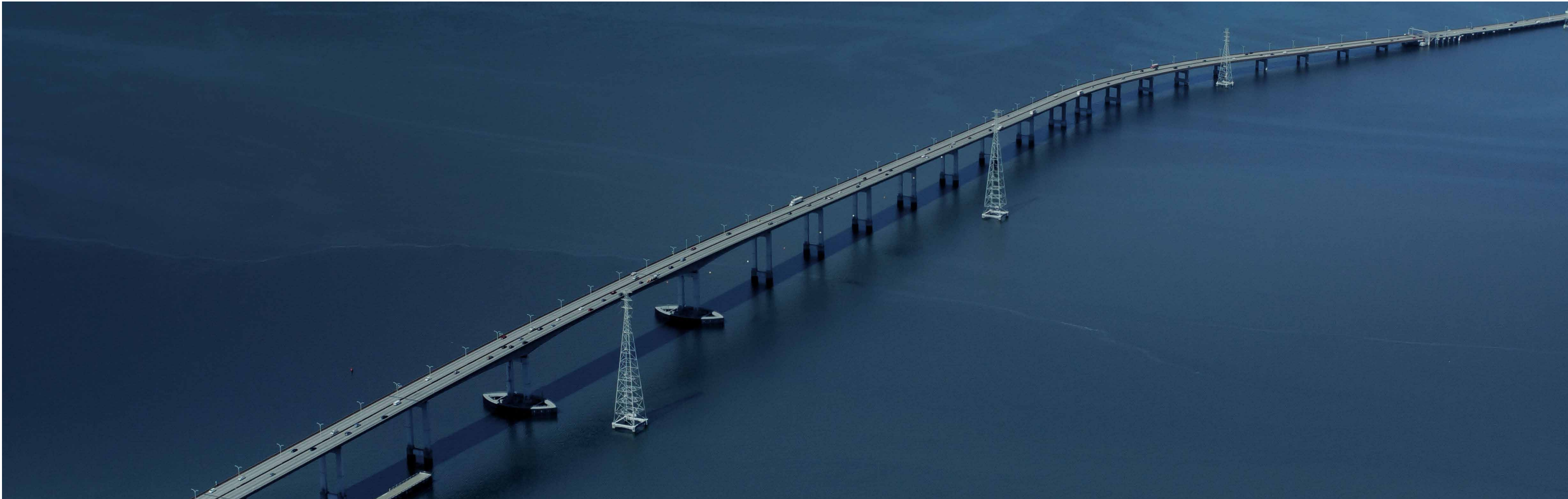
Name	Leaving	Joining	Title	Location
Aren Gallagher	J.P. Morgan	Kimmeridge	Associate	NY
Zachary Montebell	NY Green Bank	Masdar Americas	Senior Associate	DC
Danielle Johnson	Citi	Mizuho	Associate	NY
Ashwin Mathukumar	Citi	Mizuho	Analyst	NY
Stephen Magretti	NAB	Nomura	Associate	NY
Kelley Fairman	Databank	NY Green Bank	Analyst	NY
Peter Li	Mizuho	OCBC	AVP	NY
Mitchell Zlotnik	Morgan Stanley	OIC	Senior Associate	TX
Jason Chen	Houlihan Lokey	Onyx Renewable Partners	Senior Analyst	NY
Haze Ahn	KKR	ORIX Corporation USA	Senior Associate	NY
Matthew Pickering	First Citizens Bank	PEI Global Partners	Analyst	NY
Nick Mattingly	Arevon Energy Inc.	Power Sustainable	Associate	FL
Simon Medina Parra	Bentley	Scotiabank	Analyst	NY
Jishnu Bose	Credit Agricole	Siemens Financial Services	Senior Analyst	NY
Trent Kurtz	ANZ	SMBC	Associate	NY
Enrique Chuidian	Charles River Associates	SMBC	Analyst	NY

# Credit Early Moves

85% Male 15% Female



Name	Leaving	Joining	Title	Location
Tyler Henley	ING	Societe Generale	Associate	NY
Azam Hussain	Bridge Investment Group	Starwood	Analyst	NY
Cyrus Vahabzadeh	Guggenheim Partners	Stonepeak	Associate	NY
Nicky Ren	BMO Capital Markets	TD Securities	Associate	NY
Laura Wood	ING	Vantage Infrastructure	Senior Associate	NY



## Fundraising Overview

Disastrous – the description that comes to mind when we discuss infrastructure fundraising in 2023.

The last-minute closes of Brookfield Infrastructure Fund V (\$28B) and Brookfield Infrastructure Debt Fund III (\$6B) accounted for more than 30% of all capital raised for the previous year. This serves as a stark reminder of how tough the market has been for everyone.

On the brighter side, the market is slowly thawing in 2024, and this year, aggressive hiring activity by players such as I Squared Capital speaks to their outlook. Over the last few months, they have brought on an army of senior fundraisers globally who will be integrated and ready to capitalize as the market recovers. In Q1 2024, \$27B was raised compared to only \$8B the previous year according to Infrastructure Investor.

As it pertains to LP risk appetite going forward, interest for core and super-core funds continues to dwindle in this high interest rate environment. The queue for redemptions grew for many of the market's largest open-ended funds in what were hopefully late-stage symptoms of the denominator effect. The movement away from lower-yielding equity strategies is conversely resulting in an increased interest in infra debt and credit strategies. Both small emerging and large established GPs are looking to extract a relatively small pool of high-quality and well-networked capital raisers who understand how to market infrastructure debt most effectively.

From a regional perspective, we are witnessing a global shift towards North American targeted strategies, followed by Western Europe. The IRA and other Biden administration policies have sparked substantial commercial interest in the North American region. For the first time, funds in market for European and North American strategies are toe to toe, with Infrastructure Investor reporting active fundraising for European strategies totaling \$73.9B and North America just behind at \$70.2B earlier this year.

Market consolidation continues with General Atlantic's acquisition of Actis, though fewer and fewer acquisition targets remain. As such, the pace of M&A is likely set to decrease for 2024, and the concerns now move to what will happen to the talent on either side of the recent transactions. Will the GIP capital raisers be absorbed into the BlackRock machine, or will the pressure to prove themselves go to those sitting within the comparatively smaller BlackRock infrastructure platform (\$50B+ AUM vs GIPs \$100B+)?

We are observing an openness to hear what is happening in the market from previously passive fundraisers. A lot of this is due to apprehension about the future of their respective newly formed organizations, amongst others who are just coming off a difficult year. Highly sought-after candidates are once again receiving multiple offers. There is hope that the worst is behind us, but in any case, we are poised for a period of transition as the market rebounds and the dust settles.

Should you be looking to raise capital in a new market, up-level your team, or backfill the departure of a fundraiser in your organization, we at One Search would be happy to support you or answer any questions surrounding your hiring decisions.

### IR in the Middle East

Across the GCC region, hiring activity within the IR/Fundraising market has remained buoyant, and we have seen the continued approach from International firms in opting to look for a senior representative on the ground to then either build an IR/Fundraising team or Investment team around them, or in some cases, both. In a recent example, we saw Blue Owl Capital enter the market in Abu Dhabi with the hire of Haitham Abdulkarim from BlackRock's Institutional sales function.

The majority of firms are looking for those that can build new relationships in the market as well as expand those they already have, with a real focus on seeking capital from the Private Wealth, Family Office and UHNW channels. It is perhaps also worth noting the shift we are witnessing with some of the SWFs here in region, particularly the PIF in KSA, around the role they are playing and their focus towards deploying more capital domestically. Where the PIF is concerned, perhaps we are now seeing a change in its expectations for increased reciprocity regarding capital deployment & partnership in the Kingdom, from many it has long-served as an LP- so we may well see heightened emphasis on players here looking to court capital from those abroad, especially looking towards the APAC markets.



**Tommy Top**  
Principal, IR & Fundraising

*Tommy is a Principal and the Head of the North American Investor Relations Practice. His work covers identifying and placing specialist executives across distribution, product, and project management. Whether helping an emerging GP to launch a first-time fund or growing the infrastructure asset class for a blue-chip multi-strategy manager, he focuses on building world-class fundraising functions for infrastructure and energy transition businesses.*

*Tommy joined One Search in 2023 and is based in New York, where he has built his network and reputation over the last decade. He has worked at some of the industry's top executive search boutiques across private equity, infrastructure, and investment banking. He began his career in Melbourne, Australia, placing sales and marketing leaders for some of Australia's largest financial institutions before relocating to the US in 2013.*





# IR Senior Moves

53% Male 47% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Emily Melchior	Bansk Group	American Industrial Partners	Partner, Fundraising & Investor Relations	NY
Chris McIntyre	Boston Consulting Group	Apollo Global Management	Partner, Global Head Institutional Client Group	NY
Mariam Siha	Brookfield Asset Management	Ares Management	Principal	NY
Chirag Goyanka	Moonfare	Arjun Infrastructure Partners	Managing Director	NY
Reema Mukheja	Oaktree Capital Management	Arrow Global Group	Managing Director, Global Head of Consultant Relations	IL
Chloe Choi	Moelis & Company	Aviditi Advisors	Principal	NY
Violet Osterberg	Pacific Life	BlackRock	Managing Director, Private Placements	NY
Timothy D'Arcy	Hamilton Lane	BlackRock	Managing Director, Institutional Alternative Specialists Team	MA
Henry MacLure	BlackRock	Brookfield Asset Management	Senior Vice President	NY
Rene Benedetto	Certares Management	The Carlyle Group	Managing Director	TX
Vivian Tongalson	Grubb Properties	Cloud Capital	Head of IR and Capital Formation, Americas	NY
Nadia Hadi	Fifth Wall	Coatue	Principal, Investor Relations	CA
Tom Clarkson	Strattam Capital	Coller Capital	Principal	TX
Felipe Mendonça	Glide Capital	Colliers	Managing Director, Operations & Investor Relations	FL
Courtney Kozel	Magnetar Capital	Elda River	Senior Managing Director, Investor Relations	IL
Christopher Rahe	IFM Investors	Energy Capital Partners	Director	NY

# IR Senior Moves

53% Male 47% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Ashley Sakmar Nahmias	Darien Group	Excelsior Energy Capital	Director of Investor Relations	MA
Luke Henderson	BlackRock	Fengate Asset Management	Managing Director, Investor Relations and Capital Formation	CA
David Swift	Engine No. 1	General Atlantic	Managing Director, Capital Solutions	CA
Jenna Sykoff-Schwartz	National Resources Defense Council	General Atlantic	Principal, Capital Solutions	NY
Chris Kojima	Goldman Sachs	General Atlantic	Global Head of Capital Solutions	NY
Ryan Carey	Greenhill & Co	Houlihan Lokey	Managing Director: Co Head North America Distribution	NY
Sarah Breiner	Hayfin Capital Management	Hull Street Energy	Managing Director, Investor Relations	NY
Brad Ballard	CGM Grovesnor	I Squared Capital	Managing Director	ON
Irina Zilbergleyt	ORIX Corporation USA	I Squared Capital	Principal, Private Wealth	ON
Michael Glascott	Macquarie Group	I Squared Capital	Managing Director	IL
Andrew Killian	DIF Capital Partners	I Squared Capital	Managing Director	NY
Ryan Lewis	Wellington Management	I Squared Capital	Managing Director	GA
Devinder Sangha	Albourne Partners	I Squared Capital	Managing Director	NY
Eric Maskalunas	Cypress Creek Partners	IFM Investors	Director, Business Development, North America	IL
Christian Lau	TD	Intermediate Capital Group	Managing Director, Marketing & Client Relations US	NY
Lincoln Singleton	Energy Capital Partners	Jefferies	Managing Director	TX

# IR Senior Moves

53% Male 47% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Cara Killackey Lee	I Squared Capital	JLL Partners	Managing Director, Head of Investor Relations	NY
Melissa Maquilan Radic	Energy Capital Partners	MetLife Investment Management	Managing Director	NY
Prachi Lakhani	Goldman Sachs	Oaktree Capital Management	SVP, Consultant Relations	NY
Loris Nazarian	Morgan Stanley	Oaktree Capital Management	Managing Director, Real Assets	NY
Jeff Sheridan	Greenbacker	Overlay Capital	Managing Partner, Chief Revenue Officer	NC
Mariam Haqqie	Merrill Lynch	Partners Group	Client Solutions, U.S. Private Wealth	NY
Taylor Carrington	Jupiter Asset Management	Partners Group	SVP, Client Solutions	CO
Karynna Ma	Timbercreek Financial	Power Sustainable	Managing Director	ON
Lisa Lee	Providence Equity Partners	PSG	Managing Director, Investor Relations	NY
Jeffrey Michelson	Houlihan Lokey	UBS	Director, Private Funds Group	NY
Tomas Faber	Probitas Partners	UBS	Executive Director, Private Funds Group	NY

# IR Mid-level Moves

47% Male 53% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Scott Meller	Brookfield Asset Management	Actis	Director	NY
Alex Schmiesing	Macquarie Group	Apollo Global Management	Fundraising	IL
Megan Wenrich	The Nature Conservancy	Breakthrough Energy	Vice President of Development	US
Miles Littlefield	Northern Trust Asset Management	Brookfield Asset Management	Director, Institutional Marketing & Investor Relations	IL
Nicole Hui	T. Rowe Price	CIM Group	Vice President, Global Consultant Relations	CA
Sonja Weiss	Instar Asset Management	Connor, Clark & Lunn Infrastructure	Vice President, Investor Relations & Business Development	ON
Brittanie Gethers	Capstone Partners, LP	Generate Capital	Capital Markets & Investor Coverage	NY
Mike Devine Jr.	Macquarie Group	Global Infrastructure Partners	Vice President	NY
Amy Tran-Balbin	Blue Owl Capital	Global Infrastructure Partners	Private Wealth and Family Office	NY
Kelsey Fisher	J.P. Morgan	Golub Capital	Product Specialist	NY
John Hennessey	Chicago Atlantic Group	Greenbacker	Vice President	TX
Gabriel Torres	Waud Capital Partners	Grey Rock Investment Partners	Vice President, Investor Relations	TX
Kyle Ross	Capital Dynamics	Hamilton Lane	Vice President	PA
Victoria Zhu	Brightwood Capital	Mirae Asset Global Investments	Director, Business Development & Investor Relations	NY
Isabella Godfrey	Yieldstreet	Oaktree Capital Management	Assistant Vice President, Product Specialist	NY
Matthew McTague	Pantheon Ventures	ORIX Corporation USA	Associate Director	NY

# IR Mid-level Moves

47% Male 53% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Griffin Conner	Moelis & Company	Sextant Capital Solutions	Vice President	NY
Smita Dak	Performance Equity Management	Unigestion	Principal	NY
Katherine Dowley	L. Catterton	W Capital	Vice President, Investor Relations	NY



# IR Early Moves

40% Male 60% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Marchella Alonzeau	Bridge Investment Group	Apollo	Analyst	NY
Dylan Strode	Houlihan Lokey	Apollo	Analyst	NY
Astrid Molke	Elixirr	Ara Partners	Decarbonization Analyst	MA
Jackie Brewster	Summit Partners	Arclight	Associate, Investor Relations	MA
Gabriel Gomez	Interlink Capital Strategies	Blackstone	Investor Relations Analyst	FL
Kyle Grzybowski	Beneficient	Capital Dynamics	Senior Associate	FL
Sharon Jiang	Credit Suisse	Champlain Advisors	Associate	NY
Ashley Jia	J.P. Morgan	DigitalBridge	Senior Analyst	NY
Alec Abaunza	Sera Global	DigitalBridge	Senior Associate	NY
Jack Corwen	Chubb	Fortress Investment Group	Analyst, Capital Formation	NY
Megan Smith	The Carlyle Group	General Atlantic	Senior Associate, Investor Relations	NY
Hannah Waxman	Scalar	I Squared Capital	Analyst, Investor Relations	FL
Murphy McGorry	FIRSTavenue	I Squared Capital	Investor Relations	FL
Chris DuPont	ICONIQ Capital	IFM Investors	Analyst, Investor Relations	NY
Alaina Chen	LLR Partners	IFM Investors	Analyst, Business Development	NY
Jake Emanuel	Goldman Sachs	LS Power	Associate, Investor Relations	NY

# IR Early Moves

40% Male 60% Female



Name	Leaving	Joining	Title	Location
Jamie Leyden	Aviditi Advisors	Moelis & Company	Associate	NY
Anna Tamshinsky	KPMG US	Stonepeak	Senior Associate, Investor Relations	NY
Noah Maercklein	Bank of America	Stonepeak	Associate, Investor Relations	NY
Jimena Rodben	PIMCO	Tallvine Partners	Associate	FL



# One Search: the Recruitment Market for Lawyers

The hiring landscape for attorneys in the energy, renewables and infrastructure sectors in North America is experiencing significant growth, driven by increasing investment, evolving regulatory frameworks, and a strong push towards sustainability and modernization.

We have identified five key factors driving the legal market in North America:

- **Energy Transition and Renewable Energy Boom** - North America is witnessing a substantial shift towards renewable energy, driven by federal and state policies aimed at reducing carbon emissions. The U.S. Inflation Reduction Act and Canada's climate action plans are key drivers. This has led to increased demand for legal expertise in project finance, regulatory compliance, and environmental law related to wind, solar, hydro, and emerging technologies like hydrogen and carbon capture. There was notable team growth at Infrastructure Ontario with six new legal hires, Next Era with six and Hitachi Energy with three. As well as notable hires from private markets-backed companies, Exus North America (Partners Group) and Invenergy (Blackstone, CDPQ)
- **Mergers and Acquisitions (M&A)** - The renewables and infrastructure sectors are experiencing a rise in M&A activity, driven by consolidation and investment by private equity and institutional investors. Energy and Infrastructure investors are bolstering their legal teams with both transactional and fund formation attorneys, notable legal team growth from CDPQ (MTL), Execelsior Energy Capital (Minnesota), Accelerate Investment Partners (Texas) and Elda River (Chicago)
- **Technological Innovation** - The integration of new technologies in the renewables and infrastructure sectors, such as smart grids, energy storage solutions, and digital infrastructure, is transforming the market. Attorneys with expertise in commercial contracts, intellectual property, data protection, and cybersecurity are highly sought after. As new technologies in the space continue to evolve attorneys from traditional tech and SAAS businesses are finding a new space to use their expertise. Notable examples of this transition seen from Arkon Energy who hired from Argo Blockchain, NRG Energy hired from AT&T and Ava Community Energy from Salesforce.
- **Infrastructure Investment and Modernization** - The U.S. Infrastructure Investment and Jobs Act and similar initiatives in Canada are catalysing significant investment in modernizing transportation networks, utilities, and broadband infrastructure. This creates a high demand for attorneys with experience in public-private partnerships (PPPs), construction law,

and project finance.

- **Complex Regulatory Environment** - Navigating the regulatory landscape in North America is increasingly complex, with diverse federal, state, and local regulations. Attorneys with specialized knowledge in environmental regulations, energy tariffs, safety standards, and permitting processes are in high demand to ensure compliance and facilitate project approvals.

## United States

The U.S. sees high demand for legal expertise in renewable energy law, regulatory compliance, and project finance, driven by federal initiatives and state-level renewable portfolio standards (RPS). Key states like California, Texas, and New York are hotspots for renewable energy projects and infrastructure development.

The impact of Federal Policies such as the Inflation Reduction Act has significantly boosted investments in renewable energy and infrastructure projects across the U.S. It provides incentives for clean energy development, which in turn drives demand for legal expertise in tax law, regulatory compliance, and project finance.

## Canada

Canada's commitment to reducing greenhouse gas emissions and its focus on renewable energy projects is apparent, especially in provinces like Ontario, Alberta, and British Columbia.

Canada's federal and provincial climate action plans aim to reduce carbon emissions and promote renewable energy. These policies create a need for legal professionals who can navigate the regulatory landscape, secure project approvals, and ensure compliance with environmental standards.

## How to hire in the current market

As North America continues to advance its energy transition and infrastructure modernization goals, the need for attorneys across a wide range of skill sets will continue to be in demand.

As the cost of external legal advice continues to rise, alongside an ever-changing legal landscape within the energy and infrastructure markets, hiring an in-house attorney has never been more critical.

From a cost management perspective, an in-house attorney can reduce legal expenses. While the initial investment might appear substantial, the cost efficiency becomes evident as routine legal matters are handled internally, minimizing the reliance on external law firms.

internally, minimizing the reliance on external law firms.

Furthermore, an in-house attorney integrates deeply within your company. Such familiarity enables them to provide legal advice that is not only compliant with legal standards but also aligned with your goals and values.

Specifically within Energy and Infrastructure, in-house attorneys have and/or develop specialized expertise within the industry. This specialized knowledge ensures that their legal advice is highly relevant and tailored to the specific regulatory and operational landscape within the sector.

In summary, hiring an in-house attorney is not merely a cost-saving measure but a strategic investment. They provide immediate, and deeply integrated legal support, helping to navigate legal complexities and contribute to the company's overall success.

Both in private practice and in-house, the demand for attorneys with expertise in energy, renewables, and infrastructure remains highly competitive. With first year associate salaries in NYC surpassing \$225,000, there is significant pressure for in-house salaries to remain competitive, a rise we are seeing across the US. Seeking candidates from adjacent sectors (FinTech, SAAS, Retail), particularly at the portfolio level, is a strategic approach to hiring. The expectation for funds is that senior level hires be given carry. A recent market survey concluded that 60% of in-house attorneys in a fund have been awarded carry.



**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.*



# Legal Senior Moves

70% Male 30% Female



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Name	Leaving	Joining	Title	Location
Daniel T. Judge	Ecoplexus Inc.	174 Power Global	General Counsel	CA
Kirk Johnson	Siemens Gamesa Renewable Energy, Inc	American Energy Storage Innovations, Inc.	General Counsel	MA
Collier McKenzie	Butler Snow LLP	Amwaste	General Counsel	GA
Davis Zapffe	Argo Blockchain	Arkon Energy	General Counsel	TX
Victoria Chenault	REA Investments, LLC	Balanced Rock Power	General Counsel	CO
Daniel Patalano	Engie Energy	BASF Environmental Catalyst Metal Solutions	Chief Legal Counsel	NY
Chris Humber	Vitesse Energy, Inc	Bison Oil & Gas IV, LLC	Executive Vice President, General Counsel	CO
Scott Stephens	Tall City Exploration LLC	Blue Arrow Operating	General Counsel	TX
Nick Snow	Cupertino Electric, Inc.	Building Material Distributors, Inc.	General Counsel	CO
Mark Funaki	Jafra Cosmetics International, Inc.	Capstone Green Energy	General Counsel	CA
Jenny Lee	Strong Arm Technologies	CelLink Corporation	General Counsel	CA
Lynn Baldus	Fredrikson & Byron	Cemstone	General Counsel	MN
Jason Stokes	Compute North	Cibus	Chief Legal Officer	MN
Charlotte P. Scaglione	DEPCOM Power, Inc	Clune Construction Company	VP, Counsel	AZ
Paul Walker	Workers Compensation	Coevo Energy	General Counsel	NY
Jason Trippe	Fisker Inc	Cornerstone	General Counsel	AL

# Legal Senior Moves

70% Male 30% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Gabrielle Paris	RenoRum	Deep Sky	Director of Legal	QC
Christie Hicks	Environmental Defense Fund	Earthjustice	Managing Attorney, Clean Energy	IL
Timothy Nolan	Kirkland & Ellis	Elda River	General Counsel	IL
Ben Carrier	Verra	Energy Solutions	General Counsel	OR
Jennifer Johnson	SCM Operations LLC	Enstor	General Counsel	TX
Brian Scaccia	SunPower Corporation	esVolta, LP	Deputy General Counsel	CA
Nicole Scott	Qcells USA Corp	Excelsior Energy Capital	General Counsel	CA
Edith Webster	Hogan Lovells	Exus North America	General Counsel	NY
David Wilson	GCP Applied Technologies, Inc	FARO Technologies	General Counsel	GA
Katherine Worden	RWE Clean Energy	Goshe Energy Storage	General Counsel	CO
Katie Monroe	Ramaco Resources	Greylock Energy	Director of Land Administration	WA
Scott Smith	Mears Group	InfraSource	General Counsel	TX
Peter Robinson	Suncor	Juwi Inc.	General Counsel	CO
Anthony Sullivan	Petroleum Wholesale	Killiam Oil Company	General Counsel	TX
Dawn Boland	Toshiba America Energy Systems	Kohler Energy	Chief Legal Officer	WI
Michael Healey	Schneider Electric	LG Energy Solution Vertech Inc	General Counsel	MA

# Legal Senior Moves

70% Male 30% Female



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Name	Leaving	Joining	Title	Location
Richard Lee	Trimble Inc.	MacLean Power Systems	Chief Legal Officer	CO
Jose Valera	Huggins Reddien	March Industries/Yotta Energy	General Counsel	TX
Tom Caruso	Nixon Peabody	Mirabito Energy Products	General Counsel	NY
Michael Klerer	AECOM	Mott MacDonald	General Counsel	NY
Jason Parkin	Uber	Moxion Power	Head of Legal & Corporate Secretary	CA
Ali Qaisar	KIK Consumer Products	Nexus Energy Inc	General Counsel	ON
Anthony Traymore	Traymore Murphy Legal	NFW	General Counsel	NY
Sujay Parikh	BRIGHTMARK	Nightpeak Energy	General Counsel	CA
Remi Tremblay	Noventa Energy Power	Northland Power Inc	Head of Corporate Legal	ON
Isaac Dolgovskij	AT&T	NRG Energy	Assistant General Counsel	GA
Na Fan	Cadillac Fairview	OTPP	Director & Legal Counsel, Investments	ON
Julia Dmitrijeva	Stikeman Elliott	OTPP	Director & Legal Counsel, Investments	ON
Josh Neely	Encana Corporation	Ovintiv	Associate General Counsel	CO
Brad Jacob	Mitsubishi Power Americas · Full-time	Prevalon	Vice President and General Counsel	FL
Amber Rees	San Diego Gas & Electric	Primoris Services Corporation	Assistant General Counsel	CA
Joe Miller	Big Ass Fans	R. J. Corman Railroad Group, LLC	General Counsel	KY

# Legal Senior Moves

70% Male 30% Female



ONE  
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Name	Leaving	Joining	Title	Location
Hugo Dubovoy	Kimberly-Clark	Regal Rexnord	General Counsel	IL
Andrew Miller	OhmConnect	Renew Home	Associate General Counsel	CA
Marjan Mashhadi	General Assembly	Rewiring America	General Counsel	CA
Lloyd Chee	Amazon	Rivian	Associate General Counsel	WA
Shaun Bean	NIO	SBM Management Services, LP	General Counsel	CA
Andy Reid	SoCalGas	Sempra	Assistant General Counsel	CA
Julie Mayo	Baker Botts	Sempra Infrastructure	Chief Legal Officer	TX
Joshua Ewing Sutton	Bison Fuels	Solugen	Head of Legal	TX
Whit Cox	Arkansas Public Service Commission	Southern Renewable Energy Association	Regulatory Director	AK
Alyssa Allen	Vinson & Elkins	Swift Current Energy	Director of Legal	TX
Adam Gianola	Kilpatrick Townsend & Stockton LLP	Ten-Nine Technologies	Head of Legal	CO
Darian Ghorbi	Vestas	Third Pillar Solar	General Counsel	NY
Allison Cannella	Kayne Anderson	Vertical Bridge	Senior Vice President & General Counsel	FL
Stephen Andrade	Flexport	Xcel Energy	Principal Attorney	CO
Rebecca Sherman	Stites & Harbison, PLLC	Yondr Group	Head of Legal Americas	KY

# Legal Team Joiners

51% Male 49% Female



ONE  
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Name	Leaving	Joining	Title	Location
Andry Olivier Zinsou	esVolta, LP	174 Power Global	Senior Corporate Counsel	CA
Gregory Heinen	Foley & Lardner LLP	A.O.Smith Corporation	Assistsant General Counsel	WI
Srikaran Mahavadi	Akin Grump	Accelerate InvestMent Partners	Corporate Counsel	TX
Alisa Cott	EastMan	AESC US	Corporate Counsel	TN
Andrew Bankert	LexisNexis Risk Solutions	AGC Group	Associate General Counsel	GA
Amelia Fong	McCarthy Tetrault	Alcoa	Legal Counsel	QC
Julie Padilla	Fryberger Law Firm	ALLETE	Chief Legal Officer	MN
Modupe AdaMolekun	alliantgroup	alliantgroup	Associate Attorney	TX
Scott Siekawitch	Amazon	Amazon Web Services	Corporate Counsel - Digital Infrastructure	WV
Kate Taylor	Ecoplexus Inc.	Arevon Energy, Inc	Development Counsel	FL
Octavious Buiey	Cozen O'Connor	Artera Services	Corporate Counsel	GA
John Perkins	Salesforce	Ava Community Energy	Legal Director	CA
Ryan Ouyang	AECOM	Balfour Beatty US	Vice President, Associate General Counsel	CA
Maggie Olsen	Beatty & Wozniak	Basin Electric Power Cooperative	Counsel	ND
Nazish Ansari	Strata Clean Energy	BayWa r.e. Americas	Assistant General Counsel	FL
Maxime Doyle	Bennett Jones	BCI	Counsel	BC

# Legal Team Joiners

51% Male 49% Female



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Name	Leaving	Joining	Title	Location
Ben Einhouse	SunPower Corporation	Brightcore Energy	Associate Counsel	NY
Collin Chandler	California Farm Bureau Federation	California Department of Water Resources	Attorney	CA
Jeannie Lee	California Air Resources Board	California Environmental Protection Agency	Assistant General Counsel	CA
Colleen Milne	Gowling WLG	Canada Infrastructure	Legal Counsel	ON
Anais Vidal Fonlupt	Otera Capital	CDPQ	Senior Legal Counsel	QC
Sara Blair	Calfee, Halter & Griswold	Cenovus Energy	Legal Counsel	OH
Sarah Magee	Torys	Cenovus Energy	Senior Legal Counsel	AB
Chloe Schmergel	Vinson Elkin	CenterPoint Energy	Senior Legal Counsel	TX
Gabrielle Jackson	Morning Consult	CenterPoint Energy	CoMMercial Energy	TX
Christopher Jackson	BeiGene	CenterPoint Energy	Senior Technology Transactions Counsel	TX
Nick Gonzalez	Wheels, Inc.	CEVA Logistics	Senior Legal Counsel	GA
Colin McGee	Grainger	CF Industries	Assistant General Counsel	IL
Kirsten T. Sachs	JFrog	ChargePoint	Senior Legal Counsel	CA
Cameron Field	Michael Best & Friedrich LLP	CHS Inc.	Senior Counsel	TX
Elizabeth Wheeler	Public Service Commission of Wisconsin	Clean Grid Alliance	Senior Counsel	WI
Jeff Marshall	Goldenberg Scheider	Colonial Pipeline CoMpany	Senior Attorney	GA

# Legal Team Joiners

51% Male 49% Female



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Name	Leaving	Joining	Title	Location
Celena Loeb	Centric Infrastructure Group	CVR Energy Inc	Counsel	TX
Rebecca Spence	Messner Reeves LLP	D E Shaw Renewable Investments	Counsel	CO
Nick Kohlmeyer	Trainor Fairbrook	Diode Ventures	Legal Counsel	CA
Katrina Bowers	Babst Collard	Diversified Energy Company	Associate General Counsel	WV
Hayes Finley	Womble Bond Dickinson	Duke Energy Corporation	Associate General Counsel	NC
Sarah Osgood	Allen Stahl + Kilbourne	Duke Energy Corporation	Counsel	NC
Nathan Haber	S.C. Department of Health & Environmental Control	Duke Energy Corporation	Associate General Counsel	TN
Charia Gowen-Takahashi	U.S District Court	Earthjustice	Associate Attorney	WC
Blerta Mileti	Benesch Law	Earthrise Energy	Real Estate Counsel	IL
Benjamin Webb	Cozza Law Group	Ebara Elliot Energy	Counsel	PA
Lucia Benabentos	New Fortress Energy	Enfinity Global	Deputy General Counsel	FL
Katie Verschelden	Pacific Western Bank	Ensign-Bickford Industries, Inc.	Assistant General Counsel	CO
Davin Hall	Waters Corporation	Entegris	Associate General Counsel	MA
Negin Demehry	R & A Holdings, LLC	EPC Power Corp	Associate General Counsel	CA
Jason Lewis	Dexterra Group	Epiroc	Director of Legal	ON
Dih-Lin Wong	Kirkland & Ellis	Equinor	Legal Counsel	NY

# Legal Team Joiners

51% Male 49% Female



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Name	Leaving	Joining	Title	Location
Jeremy Jonas	Factor	Execelsior Energy Capital	Fund Counsel	MN
Carlo Romero	Private Practice Law Firm	ExxonMobil	In-house Counsel	TX
Timothy McHugh	UGI Corporation	First Energy	Attorney	PA
Blake Hoonan	Carney Badley Spellman	First Mode	Legal Counsel	WC
Ashley Tse	Lewis Brisbois	Fortescue	Lead Counsel	TX
Ashna Pai	Redesign Health	GAF Energy	Commercial Counsel	NY
Dan Sommer	NJEDA	Gateway DevelopMent Commission	Associate General Counsel	NJ
Brian Cothroll	A.O. Smith Corporation	Generac	Deputy General Counsel	WI
Clinton Cole	Cole, LLC	Georgia Power Company	Senior Counsel - Environmental	GA
Lee Pardue	SABIC	Golden Pass LNG	Counsel	TX
Alex Kingsley	WayMo	Graco	Associate General Counsel	CA
Nana Amponsah	Infrastructure Ontario	Greater Toronto Airports Authroity	Senior Counsel	ON
Jing Tong	Surge Energy AMerica	Grid United	Senior Counsel	TX
Nora Graaff	SieMens Games Renewable Energy	Hitachi Energy	Lead Legal Counsel	FL
Sarah Fang	Siemens Energy	Hitachi Energy	Lead Lawyer	FL
Flavio A. Arana	Siemens Energy	Hitachi Energy	Legal Counsel	FL



# Legal Team Joiners

51% Male 49% Female



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Name	Leaving	Joining	Title	Location
Andrew Bell	Jackson Kelly PLC	Hope Gas	Legal Counsel	WV
Ameera Janjua	Blake Cassels & Graydon	Infrastructure Ontario	Legal Counsel	ON
Ayo Ogor	City of Vaughan	Infrastructure Ontario	Senior Legal Counsel	ON
Emily Ng	Wilson Vukelich	Infrastructure Ontario	Senior Legal Counsel	ON
Madalina Sontrop	Arcadis	Infrastructure Ontario	Legal Counsel	ON
Afolabi Lucas	Cohen Highley	Infrastructure Ontario	Legal Counsel	ON
Stewart Simpson	LPTIC	Infrastructure Ontario	Senior Legal Counsel	ON
Stefan Andreev	Bold Legal	Intersect Power	Counsel - Project Finance and Strategic Transactions	CO
Janet Vickers	Lear and Lear, PLLC	Invenergy	Assistant General Counsel	IN
Sarah Loiselle	Latham & Watkins	IPI Partners	Associate Counsel	IL
Spencer McKee	Huma	JA Solar	Legal Counsel	AZ
Felipe San Agustin	PETRONAS	John Crane	Senior Legal Counsel	MX
Lee Archer	ENERGY AND ENVIRONMENT CABINET	Kentucky Energy and EnvironMent Cabinet	Assistant General Counsel	KY
A.C. Meyer	K&L Gates	Lawyers for Good GovernMent	Senior Clean Energy & Tax Attorney	WC
John McEntire	EDP Renewables	Lightsource bp	Senior Counsel	TX
Scott Castro	NextEra Energy Resources	LS Power	Senior Counsel	CA

# Legal Team Joiners

51% Male 49% Female



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Name	Leaving	Joining	Title	Location
Genevieve Trigg	Barclay DaMon	Madison Energy Infrastructure	Counsel	NY
Rory Mancill	Moore Control System	MAN Energy Solutions	Commercial Contracts Attorney	TX
Morgan Hylton	Blue Ridge Power	MasTec	Corporate Counsel	NC
Thad Schurter	Infrastructure and Energy Alternatives, Inc. (IEA)	MasTec Clean Energy & Infrastructure	Assistant General Counsel	IN
Jack Price	McDerMott Will & EMery	Matrix Renewables	Associate Legal Counsel	NY
Patricia Allen	HarMoni Towers	Mercuria	Legal Counsel	AR
Bart Tomerlin	Pacific Northwest National Laboratory	Navarro - ATL	In-house Counsel	WC
Erin Murphy	Entergy	NextEra Energy Resources	Senior Attorney	FL
Ryelle Seymour	Solect Energy	NextEra Energy Resources	Principal Attorney	FL
Cristopher Farrar	Bradley Arant Boult Cummings	NextEra Energy Resources	Senior Counsel	TX
Wendell Lackey	GE	NextEra Energy Resources	Senior Counsel	CO
Jonathan Bonello	Bluegreen Vacations	NextEra Energy, Inc.	Principal Attorney	FL
Nicole Green	Next Street	NJ Transit	Deputy Chief Counsel	NJ
Michael Goetz	Oregon Citizens' Utility Board	NW Energy Coalition	Senior Policy and Regulatory Counsel	WC
Meg Wilson	California Governor's Office of EMergency Services	Office of Energy Infrastructure Safety	Attorney	CA
Amanda Sewell	Winston & Strawn	Onyx Renewable Partners	Senior Legal Counsel	NY

# Legal Team Joiners

51% Male 49% Female



ONE  
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Name	Leaving	Joining	Title	Location
Areta Jez	Mintz	Ørsted	Senior Legal Counsel	NY
Clark Carruth	Winstead PLC	Oxy	Senior Counsel	TX
Carina Ohara	Pacific Current	Pan Pacific Retail Management	Deputy General Counsel	HI
Shira Foulcard	Morae	Parker Wellbore	Counsel	TX
Samuel Denstedt	TC Energy	Pembina Pipeline Corporation	Legal Counsel	AB
Sophia George	Husch Blackwell	Phillips 66	Legal Counsel	TX
Paige Allen	Adams Law Group LLC	PPL Corporation	Attorney	KY
Rachel Mulloy	LG&E and KU Energy LLC	PPL Corporation	Senior Counsel	KY
Ava Green	Bonneville Power Administration	Primergy Solar	Senior Counsel	WC
Alexander Rittershaus	Enel Green Power	Qcells USA	Managing Counsel	MA
Allison Jones	BakerHostetler	Quanta Services	Senior Counsel	TX
Megan Romano	Holland & Hart LLP	Recurrent Energy	Legal Counsel	TX
Emily Travis Howard	Locke Lord	Repsol	Senior Legal Counsel	TX
Joyce Yoon Kim	Cooley LLP	S2G Ventures	Counsel, Investments	IL
Sam King	Gibson Dunn	Sapphire Ventures	Associate General Counsel	TX
Kari Potts	Valmont Industries	Scoular	Associate General Counsel	NE

# Legal Team Joiners

51% Male 49% Female



ONE  
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Name	Leaving	Joining	Title	Location
Culley Carson	Carson Law Firm	Siemens Energy	Senior Legal Counsel	NC
Jaclyn Brass	Stack & Associates, P.C.	Southern Environmental Law Center	Project Attorney	GA
Kyle Allen	Orica	Suncor	Senior Legal Counsel	CO
Ariana Shaffer	Tome	Sunrun	Senior Corporate Counsel	CA
Michael Hammann	Terracon	Tallgrass Energy	Senior Counsel	KS
AdebiMpe Ashogbon	Fang Associates	TC Energy	Legal Counsel	AB
Erin Bullard	Bissinger, Oshman, Williams & Strasburg	TC Energy	Legal Counsel	TX
Katherine Tallichet	Winstead PC	TC Energy	Legal Counsel	TX
Lisa George	Lisa George PLLC	The Energy Authority	Corporate Counsel	TX
Jonathan Dueck	Bennett Jones	Total Energy Services	Senior Legal Counsel	AB
Joy RoMan	RWE	Trajectory Energy Partners	Legal Counsel	KS
Ashlee Smith	Alpine SuMMit Energy Partners	Uniper	Legal Counsel	MD
Michael Tydir	Jones Day	Valmet	Legal Counsel	GA
Benjamin Lowenthal	Hendrick Phillips Salzman & Siegel, PC	Vanderlande	Legal Counsel	GA
Matthew Joseph	RevJen Group	Vestas	Corporate Counsel	OR
Rafael Valdes	Technicolor Group	VSE Corporation	Senior Counsel	FL

# Legal Team Joiners

51% Male 49% Female



ONE  
SEARCH

Name	Leaving	Joining	Title	Location
Xavier Rubio	Osorio Internacional, P.A	Waga Energy	Contracts and Legal Manager	FL
Andy Nenstiel Rodini	U.S. Department of Energy (DOE)	Western Area Power Administration	Attorney Advisor	CO
Monah Gichuyia	WSP	Wood	Contracts Lead	AB
Kate Iverson Reid	Renewable Energy Systems Americas Inc.	WSP	Senior Vice President, Advisory Services	CO
Jessie Lu	K&L Gates	Xcel Energy	Attorney	MN
Riley Conlin	Fredrikson & Byron	Xcel Energy	Attorney	MN
Ryan Servais	Solar Energy Industries Association	Xcel Energy	Principal Attorney	CO
Marc Coda	Evooqua Water Technologies	Xylem	Counsel	PA



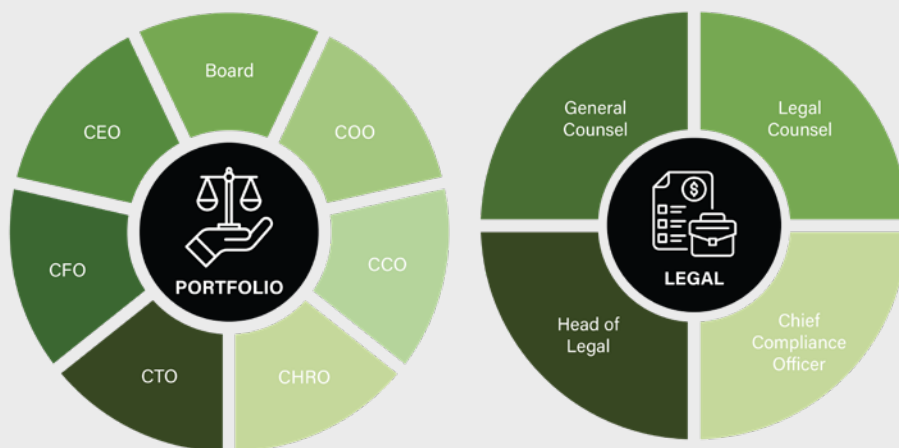
## About Portfolio

One Search has some exciting internal developments to announce, as it expands its Portfolio team by hiring Isabella Clark and Dan Marvin as Principals. They will lead C-Suite and Board hiring for Portfolio companies across EMEA and the US respectively.

With the fundraising downturn experienced across the Infrastructure and Energy sectors over the past year, funds are increasingly focusing on enhancing the leadership quality of assets and portfolio companies. Despite fewer deals and longer hold periods, ensuring the right leadership team is in place for PE-backed businesses is more critical than ever. There has been a notable rise in demand for high-quality financial leaders to navigate the new macroeconomic environment, as well as for NED and Advisory positions to support leadership teams.

One Search's Portfolio team covers EMEA, North America, and APAC, bringing extensive experience in partnering with teams from pre-deal support and introductions to Advisors, management team assessment, through to full, team build-outs.

The core Portfolio team work alongside Jack Atkins who leads Portfolio and Investor hiring across the Middle East, and Andrea Hutchinson, with her years of specific expertise in Legal appointments, both for Funds and Portfolio companies.



## Growing our Portfolio Team



**Isabella Clark**  
Principal, Portfolio

*Isabella is a Principal in the EMEA Portfolio practice. She helps premier PE and VC firms optimise the strategic hiring of top-tier leaders for their portfolio companies across Infrastructure, Energy Transition, Circular Economy, Transport & Logistics, Digital Infra, Agriculture and Social sectors.*

*Isabella has over ten years' experience in executive search and talent acquisition working at firms such as Heidrick & Struggles, Blackwood, and The Big Search, where she specialised in partnering with PE and VC clients and advising them on hiring leaders into their portfolio companies.*

*She joined One Search from Adyen, a leading global fintech company headquartered in Amsterdam, where she established and managed an internal executive search function assessing leadership teams and recruited senior executives and non-executives globally.*



**Dan Marvin**  
Principal, Portfolio

*Dan is a Principal in One Search's Portfolio practice and is based in the New York office, where he focuses on recruiting and leadership consulting across C-Suite and board recruiting. Previously Dan was a Principal at Odgers Berndtson, where he was a member of the Financial Services team, working with global asset management, hedge funds, private equity, wealth management, and insurance companies. His expertise ranges across industries from smaller private companies to larger publicly traded companies. Prior to executive search, Dan was an Associate on the REIT team at Ipreo, a Blackstone and Goldman Sachs subsidiary, where he advised management teams on broader trading themes in the public market, strategic investor relations initiatives, and capital market activities.*

## The Team

### EMEA



**Isabella Clark**  
Principal, Portfolio

### NORTH AMERICA



**Dan Marvin**  
Principal, Portfolio

### GLOBAL LEGAL



**Andrea Hutchinson**  
Principal, Legal

### MIDDLE EAST



**Jack Atkins**  
Head of Middle East



**Clare McKenna**  
Senior Associate



**Conor Meagher**  
Senior Associate



**Chinello Nwakwesi**  
Consultant, Legal



**Hera Khan**  
Consultant, Middle East



**Laura Carl**  
Senior Associate



# DEI and our Young Women Into Finance program



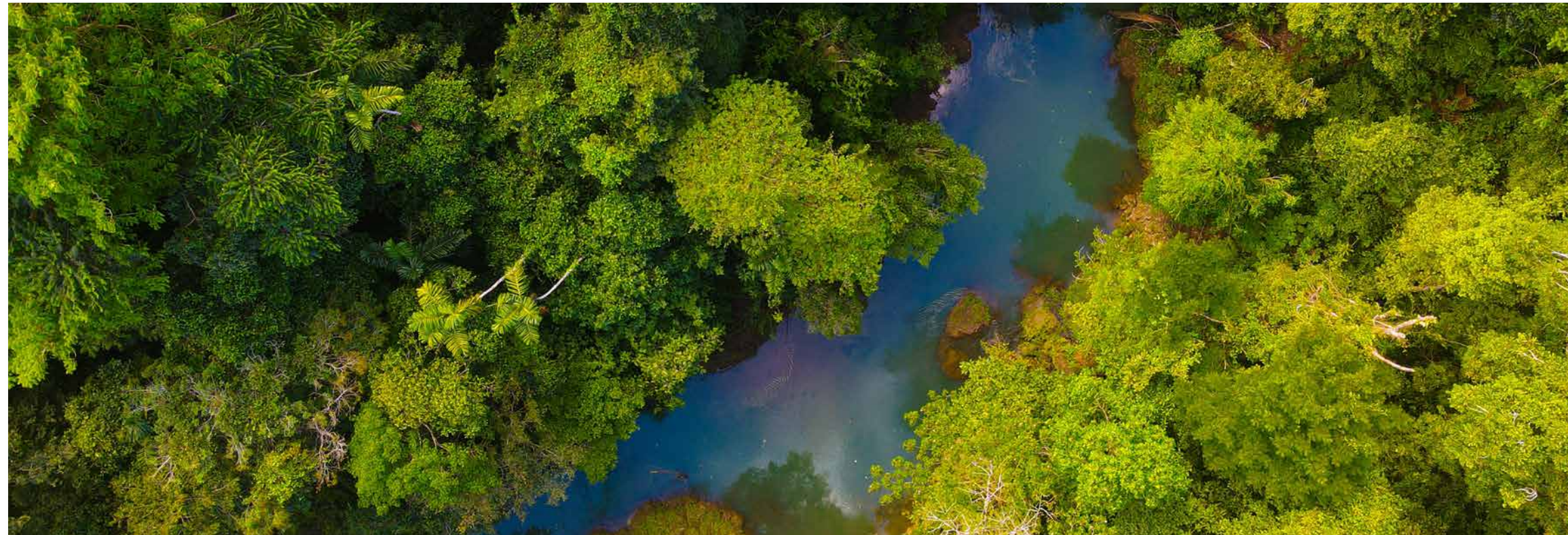
## Authors

At One Search, DEI remains at the forefront of every search we deliver and a priority for each of the clients we partner with. We set ourselves ambitious targets around diversity hiring and continue to monitor the diversity metrics around the key platforms in our space.

Looking at gender alone, unsurprisingly, female candidates often hesitate when considering joining a team predominantly made up of men. Within Infrastructure Project Finance banking teams, males occupy 75% of leadership roles, and that statistic only worsens within the debt funds, where 87% of leaders are male. The gender gap is less pronounced at more junior levels, with men representing 61% of the workforce at the VP level and below in Project Finance banking roles, and 74% in debt funds. Attracting and retaining strong female candidates to teams that are male dominated continues to be a challenge. In our experience, these candidates often demonstrate enthusiasm for buy-side opportunities during initial discussions and subsequent interviews, but a considerable number opt out of the process when they realize the lack of female representation (especially in leadership positions) on those platforms. Conversely, when a team has strong and visible female leadership (as we recently saw with a Director hire being made into CIBC's Renewables Project Finance team in New York, lead by Ines Serrao), this can be the decisive factor in securing sought-after female talent.

As part of our ongoing commitment to promoting DEI within the Infrastructure and Energy Transition finance and investment sector, One Search is excited to announce the launch of our Young Women Into Finance (YWIF) scholarship program in the US. YWIF was founded in the UK in 2018 by our CEO, Dan McCarthy, as a not-for-profit to provide bright young women that come from socioeconomically disadvantaged backgrounds with a path into the financial sector. These students join a 4-year program during their freshman year of college, where we pair them with a mentor in the sector, sponsor their enrollment to complete CISI certifications, and match them with internships at leading banks and funds. Once they graduate from University, we then support them with their search for full-time jobs.

We currently have 170+ young women in our UK cohort and have just enrolled our first cohort of US students. We believe improving diversity representation within senior leadership starts at grass roots level. Our goal through YWIF is to encourage more bright young women, with diverse backgrounds and experiences, to enter and progress within the sector. Please reach out if you are interested in becoming a mentor or providing internship opportunities for these talented students.



**Rebecca Miles**  
Consultant, Equity & IR











**Ambre Schneider**  
Consultant, Credit


















# Get in Touch


## US

 <b>Dan McCarthy</b> Founder & CEO	 <b>Patrick Reyes</b> Principal, Private Equity
 <b>Tommy Top</b> Principal, IR & Fundraising	 <b>Dan Marvin</b> Principal, Portfolio
 <b>Rebecca Miles</b> Consultant, Private Equity & IR	 <b>Benedetta Hudson</b> Consultant, Credit
 <b>Ambre Schneider</b> Consultant, Credit	 <b>Henry Mockridge</b> Consultant, Credit
 <b>Nicoletta Bonsanti</b> Consultant, Equity & Credit	 <b>Conor Meagher</b> Senior Associate




## EMEA

 <b>Cassandra Allen</b> COO	 <b>Liam Dunne</b> Partner, Private Equity
 <b>Nameesha Sharma</b> Principal, Credit	 <b>Isabella Clark</b> Principal, Portfolio
 <b>Andrea Hutchinson</b> Principal, Legal	 <b>Harry Buss</b> Principal, Private Equity
 <b>Pete Hughes</b> Principal, IR & Fundraising	
 <b>Chinello Nwakwesi</b> Consultant, Legal	 <b>Megan Howard</b> Consultant, Credit
 <b>Luke Wilmot-Sitwell</b> Consultant, Private Equity	 <b>Mercedes Perez</b> Consultant, Credit
 <b>Dariya Tolumbayeva</b> Consultant, Private Equity	 <b>Ashley Gordon</b> Consultant, Credit
 <b>Laura Carl</b> Senior Associate	 <b>Clare McKenna</b> Senior Associate

## SENIOR ADVISOR

 <b>Michael Naylor</b> Senior Advisor
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## MIDDLE EAST

 <b>Jack Atkins</b> Principal, Middle East
 <b>Haseeb Yaqub</b> Consultant, Middle East
 <b>Hera Khan</b> 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.

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