

Case study | Renewable energy

Talent acquisition solutions - Executive Search

Executive Search for a Chief People officer and Chief Financial Officer

The challenge

The client needed to strengthen its leadership capability by appointing both a Chief People Officer (CPO) and a Chief Financial Officer (CFO) in quick succession.

The search needed to be discreet, fast-moving, and values-aligned to ensure continuity during a sensitive period of organisational change.

Key challenges included:

- Tight timeline: both executive appointments required within eight weeks.
- Finding leaders with the right cultural alignment as well as technical capability.
- Maintaining brand integrity and candidate care during a highly competitive market search.



Brief overview

- ✓ 2 executive hires (CPO & CFO) in 8 weeks
- ✓ 100% candidate offer acceptance rate
- ✓ Delivered through NFP's flexible Bank of Hours model
- ✓ Ongoing client partnership established

 nfp.co.uk/talent-acquisition-solutions

 peopleandtalent@nfp.co.uk

Our approach ensured:

Driven by values, backed by science

NFP's Executive Search team partnered closely with the CEO and senior leadership of Effective Energy Group, operating as an extension of their internal team. The search was delivered through our structured, values-led and evidence-based Executive Search methodology, combining deep market insight with exceptional candidate care at every stage. Our delivery followed NFP's five-phase model, flexed to meet the client's timeline and internal processes:



Phase 1: Market mapping & research

- Conducted detailed market intelligence and talent mapping across the renewable energy and adjacent sectors.
- Worked in close partnership with the CEO, maintaining an ongoing dialogue to refine and align the brief, ensuring every candidate reflected both the strategic and cultural direction of the business.
- Identified and benchmarked key talent from direct competitors and complementary industries.
- Produced a comprehensive talent landscape report to refine the target pool and outreach plan.



Phase 2: Executive engagement & evaluation

- Designed and led a compelling outreach campaign that reflected Effective Energy Group's values and vision.
- Conducted structured, competency-based interviews focused on both capability and cultural fit.
- Leveraged Metaview AI interview note-taking to ensure consistent, transparent candidate evaluation.
- Delivered a curated shortlist for each role within four weeks.



Phase 3: Assessment & selection

- Facilitated interview design and panel calibration sessions to ensure consistency and objectivity.
- Utilised science-backed psychometrics through Aon's Adept-15 assessment to evaluate leadership traits, decision-making styles, and role fit.
- Provided comparative candidate summaries and insights to support decision-making.
- Guided the selection and offer process, ensuring a smooth and positive candidate experience.



Phase 4: Offer & appointment

- Managed offer negotiations and provided advisory support to ensure mutual alignment and positive closure.
- Maintained continuous, transparent communication with all candidates to protect and enhance the client's EVP.
- (Note: Onboarding support was not required by the client for this project.)



Phase 5: 90-day follow-up

- Conducted check-ins with both client and candidates post-placement to confirm smooth transitions and strong early impact.



The outcome

- Two senior executive hires (CPO & CFO) appointed within eight weeks.
- 100% offer acceptance rate from first-choice candidates.
- Exceptional candidate experience reported throughout the process.
- Both leaders have integrated seamlessly and are already delivering measurable impact in the business.
- Delivered through NFP's bank-of-hours model, providing flexibility, transparency, and significant cost efficiency and enabling multiple hires under one engagement.
- Client and candidate feedback highlighted the values-driven, human, and highly professional approach that distinguished the process from traditional executive search models.

Key takeaways



- Two critical executive hires delivered within eight weeks.
- Values-led, high-care approach safeguarding client reputation.
- Evidence-based, consistent evaluation using Metaview AI technology and Aon's Psychometric Assessment.
- Flexible, cost-effective bank-of-hours model creating a focused partnership approach.
- Seamless cultural alignment and rapid impact from both new hires.



The experience with NFP's Executive Search team was first class from start to finish. The process was transparent, thoughtful, and completely aligned to our values — and the hires have made an immediate, positive impact."

CEO, Effective Energy Group

**Looking to secure exceptional executive talent that truly fits your culture?
Contact our Talent Acquisition Solutions team today.**

 nfp.co.uk/talent-acquisition-solutions
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