



Search Spotlight –

A critical hire for a growing energy investment banking team

Mandate and Challenges

Our client is a global bank with a rapidly growing corporate and investment banking presence in the United States. As a part of their efforts to build their Energy Coverage business, the Company was successful in hiring senior bankers from bulge bracket American firms but needed to turn their attention to finding an experienced Vice President to "quarterback" new deals. The team wanted a Power & Utilities specialist from a top firm who would ideally have additional deal experience in renewable energy.

Solution

After consulting with the head of the team, TLG recommended a nation-wide search strategy targeting teams from major global banks as well as leading energy and infrastructure boutiques. We identified teams in major metro areas including New York, Houston, San Francisco, and Chicago.

To attract strong candidates, we leveraged our client's inherent advantages – their collaborative culture, stability, sizeable balance sheet, and their growth trajectory. Most importantly, the role offered opportunities for professional development and promotion. We reached out to candidates within our existing network and beyond via referral and direct outreach.

Success

Within 10 days of receiving the mandate, TLG interviewed more than 10 Power & Utility Coverage VPs and presented a short list of 6 interested candidates to our Client. Each candidate hailed either from a major North American bank or a leading boutique.

5 of the 6 presented candidates were invited to interview and, after a short-but-intense process, a finalist was identified and hired – 29 days after kicking-off the search.

The new hire came from a Chicago-based boutique which focuses on energy and infrastructure banking, with a specialty in renewable energy projects. His renewables experience proved critical to the early success of the team and he was promoted to Director in his second year with the firm.



The flexibility to meet our clients' needs and the strength to deliver.