

Energy Sector: Executive Search



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Energy Sector



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The ASA Amrop Hever Group in Italy

- Since 1974 ASA (evolution of TASA International) is the largest “independent” and “stable” Italian Executive Search Company and it’s today part of the International Network “The Amrop Hever Group”.
- It’s Business is “Retained Executive Search” of CEO, General Managers, Function Managers with remuneration above 90.000 €
- 3 offices in Italy: Milan, Rome, Bologna + 87 Amrop Hever offices around the world
- people dedicated full time to Executive Search
 - *9 Partners*
 - *Research Department*
 - *Consultants*
 - *Support Staff*

Our Services

Our consultants are attuned to your core management capital

Executive Search

Executive Search at the highest level of quality and professionalism

Non-Executive Director Search

Access to the highest qualified independent and non-executive directors - globally, and the ability to attract them to the task

Recruitment of High Flyers and Future Top Managers

Providing you with access to highly-qualified, high potential fast-rising individuals - your future top managers

Management Appraisal & Team Audit

We help identify the strengths and development needs of management teams in relation to the demands of the company's strategy, based on structured in-depth interviews which enable internal benchmarking against external competitors.

Furthermore the Amrop Hever Global Partner Contract offers cost and time efficient search solutions delivered over sustained periods of time, opening up a continuous pipeline of top talent.

ASA Amrop Hever European Network

Amrop Hever is the world's largest executive search organization with 87 offices in 52 countries.

Amrop Hever combines the wide-reaching capabilities and international resources with the profound local knowledge and cultural sensitivity in every region, unrivalled in the executive search industry.

The global reach and profound local knowledge are the key factors to choose Amrop Hever as executive search partner for the cross border research.



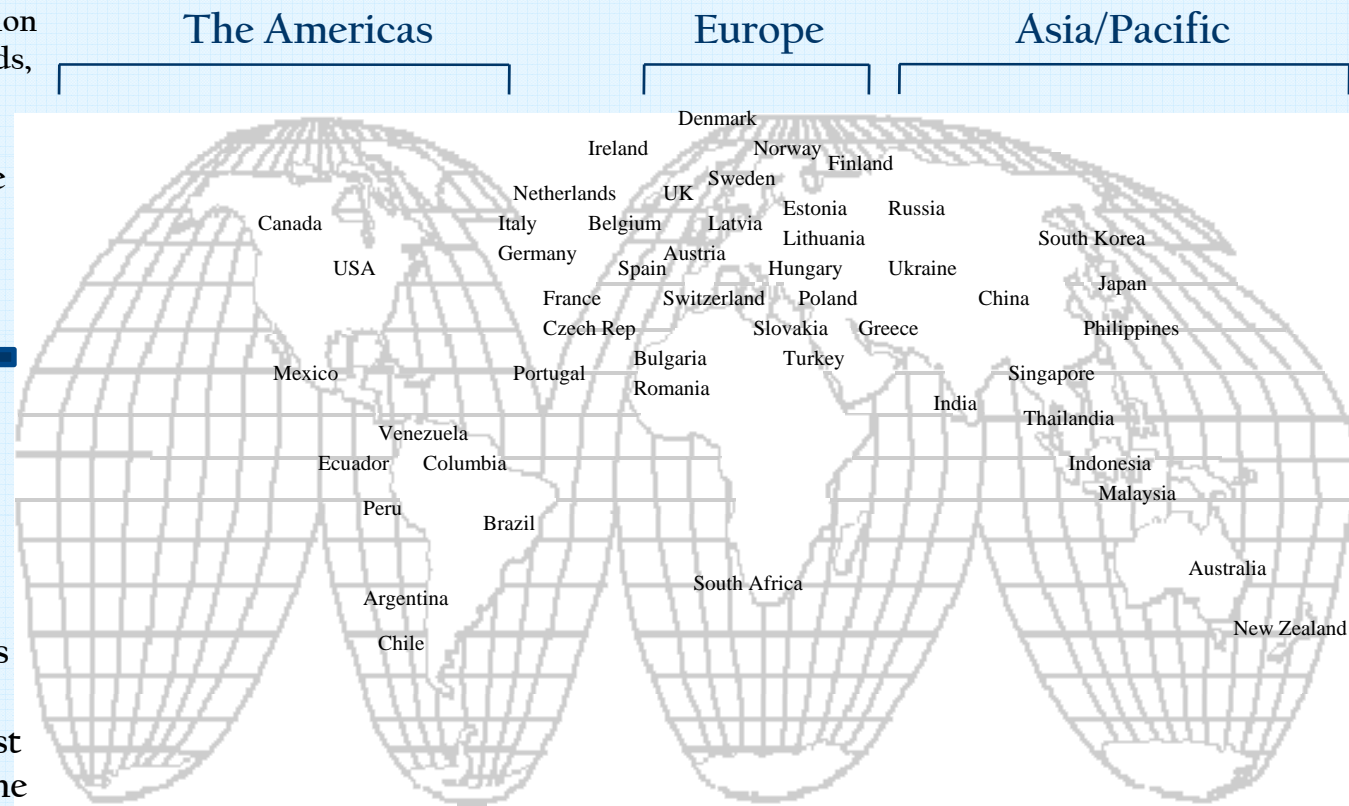
Amrop Hever International

Amrop Hever is an international structured organization.
It operates as a virtual corporation Under common values, standards, policies and procedures.

Global Coverage – we are there where you'll need advice

- 87 offices in 52 countries worldwide
- 250 experienced Partners
- more than 300 Researches

Amrop Hever has the largest geographical coverage in the world.



Reality today...

- ❖ As in other technology-intensive sectors, the energy sector is populated by a disproportionate number of people with technical degrees. This pickiness about your undergraduate major or master's degree field gets even stronger during economic downturns, when companies act more conservatively and have more bargaining power in terms of new hires.
- ❖ This reluctance to hire laterally from other industries is far less common in the services sector (consulting, banking, investing, nonprofits). These employers are more interested in functional knowledge and pure brainpower, rather than a track record in one particular industry or another
- ❖ As a result, these jobs are an excellent way to get into the energy sector, and offer lots of options down the road--in other words, for example, it's relatively easy to go from an energy consulting role into a corporate job at other energy firms.



Search challenges

- ❖ Vital to attract and retain the best individuals into the renewable energy sector
- ❖ The near future for the renewables industry is uncertain as large volumes of experienced engineers and technical staff take retirement
- ❖ Graduates entering the market are also being lured away from the sector with attractive packages from projects like the 2012 Olympics and demands of developers in emerging economies including India and China
- ❖ Universities are attempting to halt this emigration from the sector by offering MSc courses on areas such as Renewable Energy Systems Technology and Renewable Energy and Resources Management
- ❖ This investment and commitment from educational institutions in Europe will provide a greater skills base within the sector for the future
- ❖ The problem with senior recruitment will increase as the sector grows
- ❖ Senior recruitment within the renewable energy sector and indeed energy industry as a whole is expected to be challenging in the near future. The need for more pro-active recruitment techniques will be required as the market becomes narrower



Conclusion

- ❖ For Italy the energy sector will see a positive growth.
- ❖ With the lack of talent available, finding the right people to fill these positions is a difficult task for corporations
 - ❖ 81% increase for need in energy sector
 - ❖ 65% expect increase in 2010
- ❖ Energy companies will start to see more senior-level executives without the background and experience that these higher-ranking positions have been accustomed to in the past
- ❖ This will gradually change as domestic universities begin to graduate more students with specialties in this important industry sector



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