



Case Study

Sector: Energy, Transport
& Infrastructure

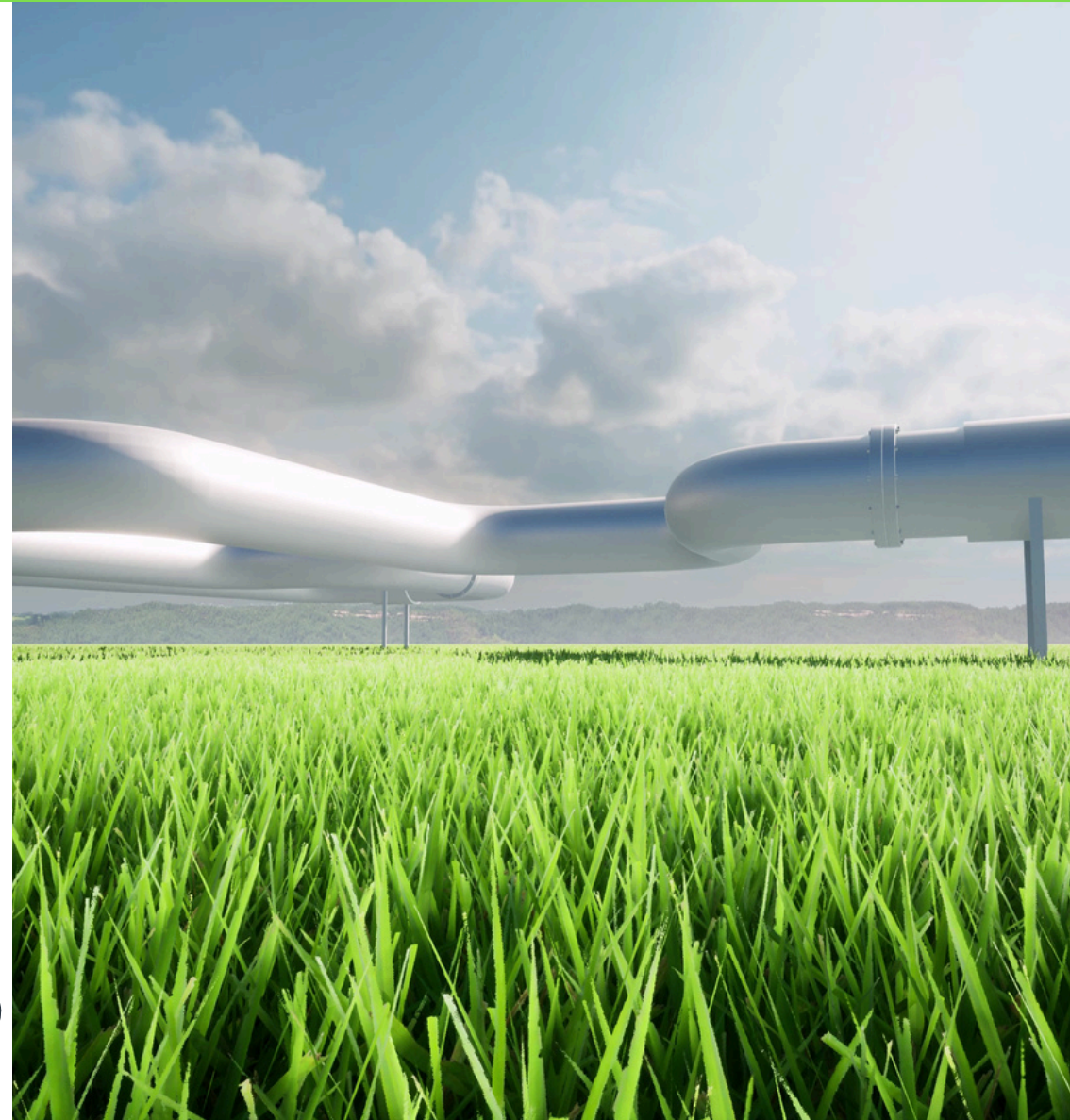


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- Mich Hein, Chief Executive Officer

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Company Background

Electrochaea GmbH, headquartered in Munich, Germany, is a growth-stage company operating in the power-to-gas (P2G) market, using its proprietary process to produce renewable methane on an industrial scale.

The group employs approximately 70 people across its subsidiaries in Germany, Denmark, and the United States and has reached a critical point where its technology has transitioned from R&D to entering the commercial market.

As the company entered this transitional phase, it became evident that there was a need to appoint a commercially focused CFO to drive the next stage of rapid commercialisation and swiftly capture market opportunities, thereby significantly increasing value for investors.





Candidate Requirements

In a rapidly evolving market, the ideal candidate needed to possess substantial commercial experience to evaluate various potential business models and adeptly conduct high-level scenario analysis.

Significant expertise in Greentech, as well as a deep understanding of technology licensing and operating methodologies, was crucial to enable the company to capture a new market segment.

Additionally, the candidate had to be proficient in engaging with Electrochaea's venture capital and corporate investors, demonstrating excellent stakeholder management skills.

Search Process

Given the need to identify a seasoned executive with extensive experience in guiding a business through its growth phase, Holmes Noble conducted a thorough analysis of companies that had successfully raised funds, scaled operations, commercialised products, and exited the market.

We began by examining the management teams behind these successes to pinpoint the key drivers of their achievements. This process resulted in a robust longlist of potential candidates who each matched various aspects of the brief.

Detailed interviews were then conducted to assess both the cultural fit with the client and the personal drive of each candidate to lead and build a business once more.




Outcome

After an extensive search process, which included rigorous scrutiny from the investor Board, Holmes Noble successfully placed a Chief Investment Officer into the business.

The selected candidate brought over 30 years of experience in sustainable investment, having played a pivotal role in building and financing numerous renewable energy and cleantech ventures.

Responsible for asset-level financing, corporate finance, and investor communications, this executive has significantly contributed to the rapid scaling of operations and the creation of substantial additional value for the business.





“We were targeting a real game changer who had the ability to take our business to the next level on the international stage while dealing with our mix of venture capital and corporate investors. Finding somebody with the combination of operational, project finance and investor experience was a tall ask, but Holmes Noble excelled in bringing a high quality shortlist that enabled the Board to select the best option. Since joining, Jon has surpassed our expectations and has brought fresh ideas to accelerate our progress that we simply would not have considered without him. A fantastic job by the team at Holmes Noble and I’d highly recommend them.”

- **Mich Hein, Chief Executive Officer**

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