

Akaysha Energy

Focus Points

- Market Entry (Initial)
- Head of Development Position
- Retained Search Solution
- Battery Energy Storage Market

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Titan Greentech were engaged by a fast-growing, up and coming Australian developer of utility scale battery energy storage projects, Akaysha Energy for their initial in country hiring as they entered the Japanese market.

Akaysha had hit success in their home market quickly, with a pipeline of 10 projects in their first 2 years, including the largest ESS project in the Southern hemisphere. This success led to an acquisition by infrastructure major, Blackrock in 2021. With strong connections to Japanese players JERA and Itochu, and a clear mandate to expand, Japan was high on the list for new markets.

Prior to commencing the search, Titan provided a handful of masked C.Vs in order to clearly understand what capabilities Akaysha and their partners already had, and which competencies were going to be top priority for a successful hire. Beyond this, Titan drafted the position description and slide deck to establish a compelling employer brand and story to bring to the candidate market.



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Due to the clear communication prior to commencement of the search, we could keep the candidate pool small and on point. 6 C.Vs were delivered, with the top 2 moving to interview quickly. Akaysha's team clearly understood the need for speed in Japan and high demand, low supply market, which enabled them to swiftly prioritise their #1 target and move toward candidate attraction.

At offer stage, the preferred candidate already had an attractive competing offer on the table. Titan provided a suggested range for the salary package, including a bottom line number, and a 'guaranteed to sign' number. As well as this, considering Akaysha was new the Japan market, Titan provided salary data from 5 previous deals at a comparable level.

The Akaysha team was swift and decisive, understood the value of investing in talent and provided an excellent offer, which was accepted within 24 hours.

Successful Projects



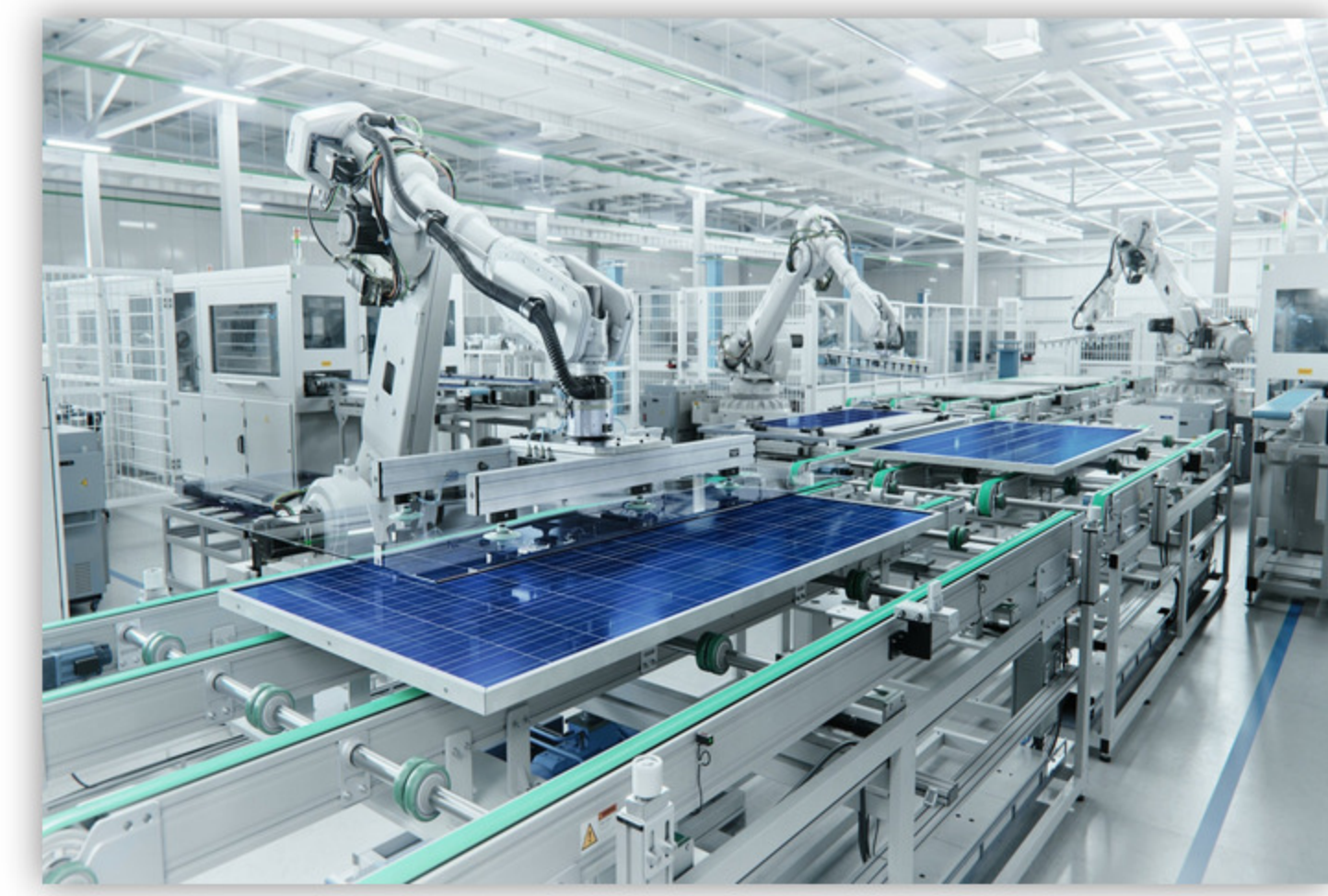
EDF Renouvelables

Successful search for new Managing Director to drive business into bold new market segments



SMA Japan

Successful search for new Managing Director to drive business into bold new market segments



Confidential Search

Under the radar search strategies to secure replacement for mission critical leadership position



Siemens Gamesa

Long-term partnership brings success in filling several critical positions in Japan's wind power sector



Yotsuya Capital

Multi-hire search project building out Executive team for new renewable project development platform



At Titan GreenTech, we recruit with purpose. Every placement we make allows a talented professional to leverage their skills, expertise and experience to make a positive impact on our world.

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