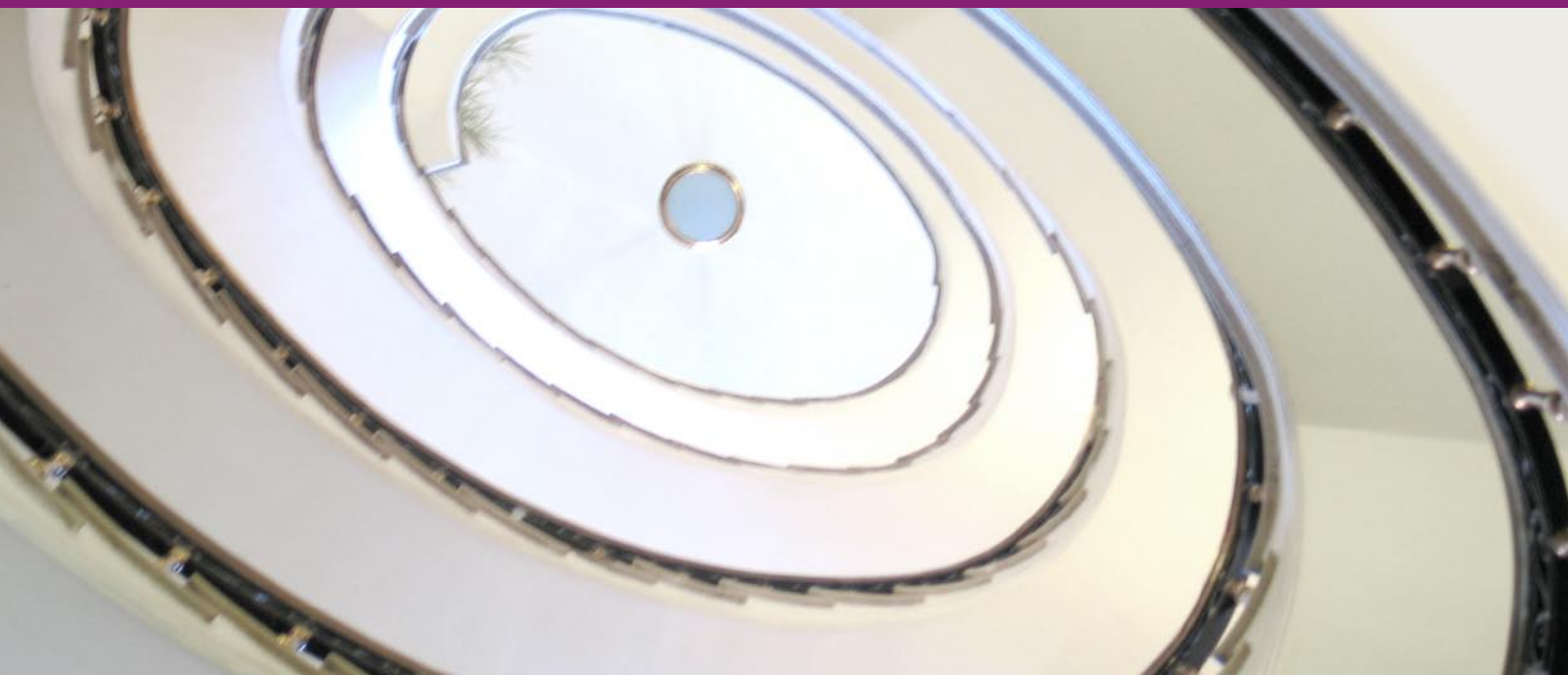


THE
CURZON
PARTNERSHIP



Energy

Introduction

Our team has a dominant position in the upstream oil industry, we are rapidly expanding our focus on gas, power and renewables.

In addition to a deep understanding of the UK environment, we also have considerable experience of sourcing talent internationally. While much of our work is for Board and general management posts, we handle an extensive range of senior commercial and technical assignments.

Lachlan Rhodes leads this specialist area and also does so for IIC Partners globally.

The Team



Lachlan Rhodes, Partner, moved from the army into the oil industry, holding business development roles with Armco Steel and Ramco Energy. In 1986 he joined Russell Reynolds, and was later a Director of the UK's market leader in management recruitment, where he established an international energy practice. Lachy handles Board level and other senior appointments, with a particular focus on the E&P sector internationally.



Jane Christopherson, Partner, graduated in Geology from Glasgow, then went on to complete a Masters degree in Reservoir Evaluation and Management at Heriot Watt. Her career began as a Reservoir Engineer with PowerGen North Sea and then she moved to CalEnergy in 1997. She has a wide range of experience, having worked in a multi-disciplinary environment in the upstream sector, with extensive exposure to the UK and international activity. Within the Energy sector, Jane's specialism is technical upstream searches.



Helen Di Mauro, Partner, graduated from Oxford in Russian and French, followed by an MA in International Relations from Boston. She then spent 10 years in energy consulting, initially at Cambridge Energy Research Associates (CERA) where she ran their FSU practice. She then moved to Wood Mackenzie where she initially led the gas and power consulting group before tackling the development of key accounts and the provision of strategic advice, across the oil majors, utilities, financial sector and state oil companies. Helen specialises in gas, power and LNG, and has a regional focus on Russia.



William Lacon, Partner, began his career at HSBC Investment Bank as an equity analyst. He then moved into energy & natural resources journalism and travelled to Algeria, Azerbaijan and numerous Latin American countries to produce investment reports for international trade publications such as Oil & Gas Finance Journal, Mining Magazine and Pétrole et Technique. William handles assignments across the energy sector, with a focus on appointments in upstream oil & gas.



Edward Blyth, Consultant, completed a BA in International Relations at the University of Sussex and after an initial career in the media sector with Sit-Up TV decided to move into Executive Search. In 2006 he joined the Curzon Partnership, responsible for energy focused research and now handles assignments across the energy industry. With experience across the Gas & Power and alternative energy sector, he specialises in senior technical and commercial appointments.



David Howells, Researcher, graduated from the LSE and after working in Law for a year decided to embark upon a career in Executive Search. David has worked as a researcher/consultant for various boutique and top tier search firms across a variety of industries including Technology, Law, Public Sector and now specialises in Energy. David is also a commercially endorsed MCA Yachtmaster in both sail and power.



Melanie Scadding, Associate Researcher, completed an MA in French at St Andrews University and after a brief stint in the political world moved into executive search. Since 1994 Melanie has worked independently with executive search boutiques covering a broad range of sectors. She specialises in research within the energy, natural resources, renewables and utilities sectors.



Baljit Soorae, Researcher, was educated in Kenya and began her career as a teacher. She went on to work in retail and leisure recruitment and after gaining more recruitment experience within a high street consultancy, she started working for an executive search firm in 2006, specialising in global construction and downstream energy. Now part of the energy team at Curzon as a researcher, she is responsible for assignments across the energy sector with a focus on global upstream appointments.



Dylan Alexander, Researcher, completed a BSc (Hons) at Loughborough University and an MSc at Oxford University and upon graduating worked with Morgan Stanley as a Leveraged Finance Analyst. He subsequently started his Executive Search career with a multinational listed search firm, conducting assignments in the global industrial markets. He joined Curzon in 2009 and focuses on assignments in the energy sector and specialises in research targeted towards both executive and non-executive, board level appointments.

Our expertise

Our Energy Practice offers highly specialised expertise to meet the needs of UK and global clients, which range from start-ups to significant multi-nationals. We recruit across the energy sector, from oil & gas through to power generation, gas and LNG and we have a considerable presence in renewable energy. Our clients include E&P companies, utilities, banks, consultancies, trade associations and a wide range of energy producers.

We work at both management and board level, and handle searches for a range of posts: from Executive and Non-Executive Directors, through Business Unit heads and Country General Managers to senior commercial, finance and technical staff, plus a comprehensive range of specialist roles from project management to gas marketing. We are committed to maintaining a thorough understanding of the evolving energy sector, and as a result are members of the Energy Institute, the Society for Petroleum Engineers, the Petroleum Exploration Society of GB, the Renewable Power Association and the British Wind Energy Association.

Example assignments

We have worked closely with a leading independent oil and gas company over the last five years, during which time it has progressed from small beginnings to become a FTSE100 company. We have been involved in recruiting three independent and two Executive Directors to the Group Board, while also handling a broad range of recruitment, from senior roles in Geoscience and Engineering, through Finance, Commercial, Tax, Internal Audit and a range of other disciplines, in addition to international assignments where we have recruited a number of Country Managers for their growing portfolio of assets. The challenge here has been to find individuals with strong entrepreneurial flair, coupled with proven track records in E&P and the desire and ability to grow a business.

Another long standing client is an international independent E&P company which had remained in private hands for many years, but recently floated and is one of the most active players in sub-Saharan Africa, while expanding their horizons elsewhere. We have been involved in the recruitment of the COO to the Board, have handled a number of appointments in their corporate headquarters, as well as the recruitment at Country Manager level for their growing range of assets. Our sourcing for these appointments has been very much global, while at times language skills in addition to English have been a pre-requisite.

A recent assignment within the renewable energy sector was for a client who had evolved from a small entrepreneurial venture into a leading international fuel cell power systems company. In order to support their onward growth, technical commercialisation and fundraising, we recruited a new CEO and Chairman to the Board after an extensive global search. A very impressive combination, together they bring the corporate governance, financial and strategic skills which should enable this company to expand and develop at an impressive rate.

- CEO – *Government sponsored renewables company*
- Chairman – *mid-cap North Sea focused E&P company*
- Executive Chairman – *leading European wave power company*
- Non-Executive Directors – *various FTSE and AIM listed oil companies*
- Non-Executive Directors – *Midstream gas company*
- Exploration Director – *FTSE 100 E&P company*
- Managing Director, Nigeria – *leading independent E&P company*
- Managing Director, UK – *FTSE 100 oil company*
- Asset Manager, Algeria – *International oil company*
- General Manager, Norway – *UK independent*
- Country Manager, Pakistan – *major natural resources company*
- Country Manager, Cameroon – *leading independent E&P company*
- VP Commercial – *mid-cap US independent E&P company*
- CFO – *AIM listed energy company*
- Head of Finance – *Diamond mining*
- Vice President, Business Development – *US major*
- Commercial Manager, Norway – *UK independent*
- Head of Operations – *private equity backed North Sea company*
- Chief Appraisal & Development Geoscientist – *leading independent oil company*
- Lead Reservoir Engineer – *European oil company*
- Technical Team, Aberdeen – *UK independent*
- Project Director – *international developer and operator of wind farms*
- Manager Gas & Power Consulting – *leading energy consultancy*
- Head of European Power – *major international consultancy*
- Manager Power Trading – *European utility*
- Head of Oil Trading – *privately owned energy company*

The Curzon Partnership

The Curzon Partnership is a tier one executive search firm based in central London. We are totally independent and committed to client focus, speed and creativity. Between our nine partners and our total team of twenty-six, we handle a broad spectrum of senior executive and non-executive searches across a range of industries.

Our business is the identification, attraction, assessment and development of talented leaders and specialists for our clients, with whom we have often built long term strategic relationships.

We are a key member of IIC Partners, one of the top ten search groups in the world.

Contact us

Specialist Area Leader: Lachlan Rhodes

Address:

The Curzon Partnership
1 Heddon Street
London
W1B 4BD

Tel: +44(0) 20 7470 7160

Fax: +44(0) 20 7470 7171

Email: lrhodes@curzonpartnership.com