

Case Study

Strategic Recruitment Partnership with Executive Integrity and Excelerate Energy



Excelerate Energy, founded in 2003, is an industry leader in integrated LNG solutions. They set out on a mission to revolutionise global energy access with clean, affordable, and reliable solutions. With a robust global presence in key locations like Texas, Abu Dhabi, and Buenos Aires - Excelerate are committed to swiftly providing LNG solutions to energy-hungry nations.

In the face of growth and change, Excelerate Energy recognised the need for the strategic senior recruitment Executive Integrity offer to ensure operational excellence.

Excelerate Energy's Hiring Challenges

Amidst a leadership change and David Liner's promotion to COO, Excelerate Energy faced an immediate employment gap. The overlapping responsibilities due to the missing VP of Operations role threatened to reduce overall operational efficiency.

Excelerate Energy faced a significant challenge in sourcing a VP of Operations in Houston due to the specialised nature of the role. Internal candidates lacked the specific blend of skills required for the position, which demanded a deep understanding of LNG operations and Maritime logistics, combined with effective senior leadership skills. Externally, Houston's competitive energy sector made finding suitable candidates even more difficult.

Excelerate Energy's limited network hindered their ability to reach professionals with the required expertise, as these candidates were in high demand from competitors.

After meeting Executive Integrity at Gastech in Milan, David recognised Rory Edwards' global candidate network and efficiency in identifying senior professionals in LNG. David entrusted Rory with the task of filling this crucial employment gap.

Rory & Executive Integrity offered quality VP candidates, staying responsive, transparent, and communicative.

The process led to on-boarding an experienced, ideal fit for our organization. We plan to use EI in the future for our open positions and I would highly recommend them to other marine organizations seeking to fill niche positions.

David Liner, COO/EVP
Excelerate Energy

The Consultant



Rory Edwards
Head of Executive Search and Shipping
Executive Integrity

Rory, managing Shipping & Executive Search at Executive Integrity, collaborates globally with top Ship Owners and Ship Management firms. With a direct maritime background since 2016, he's a qualified Officer of the Watch from CMA CGM, blending operational and technical insight. With a 4-year track record in international recruitment for Shipping, Rory excels in relationship-building and fulfilling challenging searches.



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The Hiring Manager



David Liner
Chief Operating Officer / EVP
Excelerate Energy

David Liner, COO of Excelerate Energy, brings over 25 years of experience in the oil and gas industry to his role. Responsible for overseeing technical and operations divisions, as well as fleet management, he is committed to executing projects with a focus on safe operations.

Year founded

2003

Entity

Excelerate Energy

Industry

LNG Shipping

Headcount

890+

Industry experts with integrity - true recruitment partnership

Rory Edwards, Executive Integrity's Head of Executive Search and Shipping, made his approach to Excelebrate Energy's hiring challenge meticulous and targeted. He thoroughly grasped the need for an executive-level candidate with substantial LNG ship management and operational experience to optimise the LNG fleet operations, vital for the company's success.

Extensively mapping out the talent market to ensure the strongest candidate pool, Rory swiftly tapped into his extensive industry network of LNG Executives. He pinpointed a select group of well-qualified individuals who not only met the stringent requirements but also aligned with Excelebrate Energy's values.

Rory promptly presented David Liner, COO of Excelebrate Energy, with a curated shortlist of potential candidates. This strategic headhunting process expedited evaluation and ensured a closer match to the role's needs.

Executive Integrity's personalised approach resulted in Excelebrate Energy securing a candidate who not only fit the bill but also integrated seamlessly, underscoring the power of industry insight and a strategic recruitment partnership.

Candidate Spotlight

Rory's candidate selection, Sid Kulbhaskar, was a perfect fit for the LNG Operations Director role due to his exceptional 20-year maritime career, with a dedicated focus on LNG since 2011. Sid's track record of leadership and extensive technical expertise in LNG operations, evident through roles at Shell overseeing a global fleet of 50+ ships, aligned seamlessly with Excelebrate's requirements. His proven ability to manage major projects, including pioneering LNG initiatives, highlighted his strategic prowess. Moreover, Sid's aspiration to contribute to the FSRU sector's growth and environmental advancements, coupled with his work-life balance considerations, resonated well with Excelebrate's vision and values.



Sid Kulbhaskar
VP of Operations | Excelebrate Energy

Sid Kulbhaskar, an accomplished maritime professional, brings nearly two decades of industry experience with a specialized focus on LNG operations since 2011. His journey, transitioning from a Chief Engineer role on Tankers to overseeing a global fleet of 50+ ships, highlights his versatility. Sid's leadership, technical prowess, and project management achievements, including pioneering first-of-its-kind LNG projects, underscore his impact. With a strategic vision aligned with Excelebrate's goals and a commitment to environmental progress, Sid is poised to excel as the LNG Operations Director.