



# Strategic Recruitment Partnership with Executive Integrity and Aker Horizons

## AKER HORIZONS

Aker Horizons is a pioneering company in the green energy industry, accelerating the transition to a net-zero carbon future. The Norwegian company is active in renewable energy, carbon capture, hydrogen, and developing industrial-scale decarbonisation projects. To cement itself as a global leader in the energy transition, Aker Horizons sought strategic senior recruitment; a service Executive Integrity offers for operational excellence.

### Aker Horizons' Hiring Challenges

At the time of this global hiring campaign, Aker Horizons was known as Aker Clean Hydrogen, a strategic initiative by Aker ASA to accelerate its role in the energy transition. Aker CH entrusted Executive Integrity to source three critical senior hires.

This included the placement of two Senior Origination Managers, responsible for developing crucial relationships, leading power purchase agreements (PPAs), and structuring and executing major transactions across international markets. Additionally, they sought a Senior Analyst to identify hydrogen market trends and data to consolidate vital decisions moving onward.

However, the green hydrogen industry was still in its infancy, with only a few proven projects and a notable scarcity of experienced talent operating in the field. Lacking the internal resources for a hiring campaign of this magnitude, Aker Horizons sought a strategic recruitment partnership. They understood the distinct challenge of lacking a vast industry network to locate talent in a young industry.

To source global talent with these niche requirements demanded a highly specialised headhunting strategy; a proven service offered by Executive Integrity.

### A strategic approach to global recruitment

Executive Integrity launched the process with a comprehensive job order, communicating with key company stakeholders on the precise vision the company held for the exact profile demanded by the project.

Additionally, we identified the company mission the candidates would join, the key milestones they'd need to hit, and the values the candidates must share for business success.

Executive Integrity built a comprehensive candidate profile for each role, laying the foundations for a more proficient search over the next phase. To consolidate a quality candidate pipeline, we conducted extensive market research, building a formal list of early projects and the key stakeholders of all existing international green hydrogen projects.

## The Hiring Manager



**Kristian Røkke**  
CEO  
Aker Horizons

Kristian Røkke is the CEO of Aker Horizons, previously chief investment officer of Aker ASA, and CEO of Akastor ASA. He is currently chair of the board of several companies, including Mainstream Renewable Power, Aker Carbon Capture ASA, Philly Shipyard ASA, and a director on the boards of TRG Holding AS and HMM.

### Year founded

2020

### Industry

Renewable Energy

### Entity

Aker Horizons

### Headcount

+200

## Challenge Summary

Aker Horizons partnered with Executive Integrity for crucial senior hires in the early stages of the green hydrogen industry. Facing a scarcity of experienced talent and lacking internal resources, Aker sought a strategic recruitment alliance.

## Solution Summary

Executive Integrity overcame Aker's recruitment challenges by deploying a comprehensive headhunting strategy, finding seasoned professionals with the hard-to-acquire skills Aker needed to grow into a global hydrogen leader. The selected candidates - Gylfi Geirsson, Anna Korolko and Abhinav Bhaskar brought Aker considerable growth, revenue increase and a high reputation in the industry.

This success underscores Executive Integrity's commitment to delivering tailored solutions in the Hydrogen sector.

## Industry experts with integrity - true recruitment partnership

Using our vast industry network and database, Executive Integrity reached out to key stakeholders and influencers for invaluable referrals and recommendations on proven talent.

Executive Integrity engaged in a highly targeted headhunting strategy, reaching out to potential candidates with an eye fixed firmly on the established profiling conducted at the start of the hiring process. We effectively sold Aker Horizons' mission, vision and values to talented candidates. Through regular interviews, we uncovered core candidate motivations, identifying those who possessed the values to fit within Aker Horizons' unique company culture.

Throughout the recruitment process, Executive Integrity provided continuous advisory services to candidates, ensuring they were well-prepared for interviews. We aligned all expectations with Aker's vision, mission, values, and milestones. As a result, Aker Horizons received a refined shortlist of potential Senior Origination Managers and another with talented Senior Analysts.

## Candidate Spotlight

The collaboration between Executive Integrity and Aker Horizons yielded remarkable results. Origination Manager, Gylfi Geirsson played a pivotal role in forming a partnership between Aker Horizons and VNG to supply Green Ammonia from Navik, Norway. This collaboration aims to procure up to 200,000 tonnes of green ammonia per year from Aker Horizon's large-scale green industrial hub.

Origination Manager, Anna Korolko played a critical role in the aforementioned project, as well as expanding the company's presence throughout the green hydrogen market. The talented Senior Analyst, Abhinav Bhaskar, brought with him crucial expertise in the green energy sector, proving instrumental in shaping the company's strategic decisions in its upward growth trajectory.

All three placements proved categorical to Aker's booming success. Since our placements, Aker Horizons has increased its revenue growth, increased its headcount by over 150% and is respected as a major player in the development of green energy technologies for a sustainable and carbon-neutral future.



Gylfi is a proven negotiator of Green Power Purchase agreements for industrial-scale green energy production. His previous experience in business development and account management has resulted in an acute acumen for successful procurement, stakeholder management, and company growth.

Gylfi's 20+ year career spans multiple countries, developing renewable energy power in Iceland, Canada, the US, and Norway presently.

**Gylfi Mar Geirsson**  
**Business Origination Manager - Norway**



Anna boasts extensive business and technology development experience for green energy and carbon capture projects. For Equinor, she led the business development of innovative hydrogen technology, green and blue hydrogen projects, and CSS. Her expertise as an engineer includes crucial research in CO2 leakage modelling and geothermal systems.

In her 10+ year career, she has developed expertise in low-carbon solutions, market development, and strategic advisory within the energy industry.

**Anna Korolko**  
**Business Origination Manager - Norway**



Abhinav was a Research Fellow at the University of Stavanger, specialising in the techno-economic analysis of energy-efficient technologies for decarbonisation in the North Sea region. He's led projects related to hydrogen's role in energy-intensive industries.

As a Product Manager in Hydrogen Research at Rystad Energy, he developed hydrogen products whilst analysing data for hydrogen plants. His experience spans the energy sector, with a focus on hydrogen technology, economic modelling, and energy efficiency.

**Abhinav Bhaskar**  
**Senior Analyst - Norway**