

Case Study

Strategic Recruitment Partnership with Executive Integrity and METKA EGN - MYTILINEOS



METKA EGN, a subsidiary of the MYTILINEOS group, is a leader in the deployment of utility-scale and hybrid power projects across Europe, the Middle East, Africa, the Americas and APAC. Executive Integrity is METKA's partner of choice when finding talent in the solar market, having already secured more than 12 professionals for their global projects over a 2-year period. METKA EGN turned to Jaime Marsal to secure 4 senior-level positions for their growth plans in Italy.

METKA's Hiring Challenges

Executive Integrity has successfully secured METKA 12+ roles, in Italy, the UK, and Spain, spanning multiple disciplines, including Site Managers, Project Developers, Senior Project Managers, Senior Accountants, HR Coordinators and Office Managers. This was achieved in a 2 year period, of which METKA required 4 senior-level hires in Italy to match their rapid growth goals, with a huge influx of exciting large-scale utility PV projects.

METKA encountered formidable challenges in Italy's competitive solar talent market. The company needed senior-level hires with niche and in-demand expertise in constructing large-scale PV plants. To make matters worse, the solar network in Italy is notorious for its competitive edge, with candidates jumping on and off the market fast, leaving little time to acquire the right talent and reduce commercial downtime.

Additionally, coordinating and managing the recruitment process for these international roles demanded a deep market mapping and headhunting approach, excellent communication and regular support. METKA lacked the resources for an internal hiring function and recognised the need for Executive Integrity's expertise in candidate management, consultation and a proven track record in the solar market.

A strategic approach to global recruitment

Recognising the unique challenges facing METKA's expansion in Italy, Executive Integrity's expert recruitment consultant, Jaime Marsal, adopted a highly targeted and proactive approach.

Jaime analysed the demands of the job role; understanding that candidates had to possess a highly valued technical background to adapt to project management roles. Finding professionals with this experience is a significant challenge in a market notorious for its competitive edge.

Additionally, it became paramount to source candidates with proven experience working in the same industry in a similar space, for a reduced learning curve in transition to METKA/MYTILINEOS.

The Consultant



Jaime Marsal
Senior Consultant
Executive Integrity

Jaime is a bilingual senior recruitment consultant specialising in global Solar Power. With over two years of experience, he is fully versed in professional candidate assessment, selection, and shortlist management. Having partnered with leading Developers, OEMS, O&Ms, EPCs and Consultancies, Jaime knows precisely what to look for in a future employee to meet your company culture and growth targets.



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The Hiring Manager



Francesco Dapas
Project Director
METKA EGN

Francesco is a seasoned Project Director at METKA EGN with 5+ years of experience leading and managing complex renewable energy projects, specialising in solar PV. Francesco is managing talented teams and expansive projects, expanding sustainability in the energy market.

Year founded

2015

Industry

Renewable Energy

Entity

METKA EGN

Headcount

+200

Industry experts with integrity - true recruitment partnership

To overcome the hurdles of a fast-paced and competitive Italian solar industry, Jaime built a strong candidate pipeline through a deep market mapping process. He successfully identified key companies that employed relevant candidates, before reaching out and selling the company's mission, vision and values. It didn't stop there, with Jaime looking into areas outside these companies for potential talent. Jaime leveraged his extensive industry network even further, gathering referrals from top industry players. This extensive market mapping formed the basis for his strategic headhunting efforts.

Executive Integrity delved into a comprehensive candidate screening process where he conducted regular interviews with over 30 potential candidates for each role. With transparency and consistency, Jaime maintained quality relationships with each candidate, dialling in on those with the attractive technical background required for utility-scale PV projects.

Jaime ensured a positive candidate experience, guiding candidates from initial screening to final interviews. This involved weekly follow-ups to maintain consistent communication, full interview preparations and debriefs, followed by bespoke offer consultation and management. This produced a refined shortlist of 5-8 seasoned professionals for each role.

Candidate Spotlight

The collaboration between METKA and Executive Integrity yielded remarkable results. The candidates successfully placed in their respective roles made a significant impact on METKA's operations. The appointed Project Managers, Pasquale Carotenuto and Camilla Massacesi are directing, coordinating and overseeing the entire system carrying METKA EGN's solar PV project. The placement of management hires, Olivier Lamquet as Grid Connection Manager and Lorenzo Dalpane as Contract Manager, has ensured functionality and profitability as well as a robust contract and claim negotiation structure.



Pasquale is a seasoned Project Manager with 10+ years of international experience in the energy, industrial, and oil & gas sectors. He's led multidisciplinary teams in engineering projects, prioritising safety, and facilitating stakeholder collaboration.

His mechanical engineering expertise, and track record in civil and electrical project evaluations, led to his management of a 100+ MW solar photovoltaic power plant.

Pasquale Carotenuto
Senior Project Manager
MYTILINEOS S.A.



Camilla is a distinguished Solar Power professional with extensive product owner and photovoltaic engineering experience in the industry.

Her previous experience includes leading the development of PV modules from design to production phase and designing tailor-made PV modules for Building-Integrated Photovoltaic (BIPV). Camilla's work is accredited by the WEF and the Dutch Chamber of Commerce.

Camilla Massacesi
Project Manager
MYTILINEOS S.A.



Olivier brings extensive control engineering leadership experience, as well as key insight garnered in his 12-year membership with CEI-Comitato Elettrotecnico Italiano.)

In his impressive 11+ years as a Product Leader, he managed crucial control engineering and industrial plant projects. In his 9+ years as a Senior Project Manager, he focus lay on essential power generation processes and grid compliance.

Olivier Lamquet
Grid Connection Manager
METKA EGN



After 3 years in Banking and Insurance, Lorenzo embarked on a 16+ year stint in the Offshore Oil & Gas industry. As Chief Procurement Officer, he created and organised the Procurement Office.

Commended for his competence in Contract & Claim Management, Lorenzo reviewed and negotiated contracts during all phases of projects, as well as managing effective purchasing strategies.

Lorenzo Dalpane
Contract Manager
METKA EGN