

Strategic Recruitment Partnership with Executive Integrity and Hexicon



Hexicon is a forward-thinking leader in the renewable energy sector, dedicated to reshaping global energy landscapes through cutting-edge floating offshore wind technology.

With a transformative £45 million investment backing their ambitious growth, the company sought to accelerate the development of multiple floating offshore wind projects, including the groundbreaking Twin Hub.

To ensure the successful delivery of these innovative projects, Hexicon required highly specialised talent to fill critical roles such as Structural Engineer and WTG Control Engineer in Sweden. Recognising the need for top-tier expertise to drive technological advancements, Hexicon engaged Executive Integrity for their recruitment expertise.

Hexicon's Hiring Challenges

Hexicon was embarking on the development of the Twin Hub, a first-of-its-kind floating offshore wind structure. However, they faced a series of complex recruitment challenges. Their initial engagement with a local agency in Sweden yielded unsatisfactory results, as the profiles presented lacked the adaptability and innovative mindset needed to excel in a project as cutting-edge as the Twin Hub.

Sourcing highly skilled talent within Sweden's competitive offshore wind market was further complicated by Hexicon's preference for professionals from consultancies rather than traditional developers. Hexicon were seeking dynamic and agile individuals who could seamlessly integrate into an environment defined by rapid innovation and technological advancement. However, such candidates proved scarce.

Moreover, Hexicon's introduction of groundbreaking floating wind technology encountered resistance from some industry professionals. As the technology was new and untested, many found the concept daunting. This hesitancy made it even more difficult to find candidates who not only possessed the technical expertise but were also willing to embrace the innovative nature of Hexicon's projects.

A Strategic Approach to Global Recruitment

To meet Hexicon's complex recruitment needs, Executive Integrity employed a strategic and focused recruitment approach.

Leveraging our deep industry insights and a thorough understanding of Hexicon's technical requirements, we created a targeted market map of talent in the offshore wind sector. Through an extensive search of both active and passive candidates, we identified individuals with the right combination of technical expertise and a passion for innovation.

Our recruitment process, designed to align with Hexicon's vision for future-forward wind technology, resulted in the successful placement of two highly skilled professionals.

The Hiring Manager



Gustavo Nunes
CTO
Hexicon

Gustavo Nunes, CTO of Hexicon, leads the company's innovative offshore wind initiatives. His leadership in the sector is integral to Hexicon's vision for pushing the boundaries of floating wind technology.

Year founded

2009

Industry

Offshore Wind

Entity

Hexicon

Headcount

40+

Challenge Summary

Hexicon struggled to find adaptable professionals with the expertise to support their innovative floating wind projects, particularly the Twin Hub.

Initial attempts with a local agency were unsuccessful, and the competitive offshore wind market in Sweden further limited the available talent pool. They turned to Executive Integrity for a specialised recruitment solution.

Solution Summary

Executive Integrity conducted a targeted search, identifying and placing two key professionals— a Structural Engineer and a WTG Control Engineer.

These experts are crucial in advancing Hexicon's innovative wind technology, showcasing Executive Integrity's ability to meet complex recruitment challenges for cutting-edge projects.

Industry experts with integrity - Supporting Technological Innovation

Executive Integrity specialises in supporting companies at the forefront of technological innovation in the wind energy sector. Our deep industry knowledge and targeted recruitment strategies help us identify professionals who are not only technically proficient but also embrace the innovative and often groundbreaking nature of emerging wind technologies.

In Hexicon's case, our ability to navigate the complexities of sourcing talent for new and disruptive technologies, such as floating offshore wind, allowed us to bring in the right experts who could drive these projects forward.

For companies trialing new technology, having the right people in place is critical to success, and Executive Integrity is committed to ensuring that our clients remain leaders in innovation.

Key Candidate Contributions to Hexicon's Success

The selected candidates, Salur Basbug and Efe Saglam, successfully assumed their impactful roles as WTG Control Engineer and Structural Engineer. These placements actively supported Hexicon towards advancing the development phase of Hexicon's projects following their critical investment.

Their expertise and innovative thinking directly contribute to Hexicon's rapid growth, further solidifying the company's position as a pioneering force in floating offshore wind energy.



Efe Saglam
Senior Structural Engineer | Hexicon

Efe Saglam is a renowned Naval Architect specialising in the offshore wind domain, boasting a track record of providing structural engineering excellence for international offshore projects under prominent players in the Renewables sector. His proficiency in Swedish further enhances his appeal for the role. Efe's fit for the senior structural engineer position is fortified by his extensive expertise and linguistic versatility. Importantly, Efe's status as a passive candidate underscores his exceptional talent.



Salur Basbug
WTG Control Engineer | Hexicon

Salur Basbug was an ideal fit for the WTG Control Engineer role, given his distinct profile and expertise. With a background as a PhD candidate in Aerospace Engineering, Salur had hands-on experience in customising control algorithms for offshore wind industry projects. His unique combination of aerospace insights and wind engineering skills was exceptionally rare and valuable. This rarity was even more pronounced in Sweden's limited talent pool in this sector, making Salur a perfect match for the challenging demands of the WTG Control Engineer position.

Project Conclusion

Companies pioneering new and disruptive technologies, such as floating offshore wind, face unique recruitment challenges.

Hexicon's journey highlights the importance of having a recruitment partner who understands not just the technical requirements but also the vision and culture needed to embrace bold innovations.

At Executive Integrity, we help companies pushing the boundaries of what's possible in the wind energy sector by delivering the talent capable of turning ambitious ideas into reality.