



Case Study

Sonnedix & Executive Integrity: Scaling Leadership with Confidence

The Client



Client Overview

Sonnedix is a leading Independent Power Producer (IPP) driving renewable energy growth across Europe.

Following significant investment and a rapidly expanding project pipeline, Sonnedix needed senior leaders to strengthen operations, accelerate project delivery, and unlock capacity across multiple geographies.

Industry | Renewable Energy (IPP)

Year Founded | 2009

Headcount | 500+

Growth Project Overview

Sonnedix, a leading Independent Power Producer (IPP), was entering a new phase of rapid growth across Europe following significant investment and a fast-expanding project pipeline.

To deliver on this momentum, the business required four senior leadership hires across Operations, Engineering & Construction, Projects, and Grid, covering the UK, Spain, and France.

Each role was business-critical, designed not only to fill immediate capability gaps but also to strengthen Sonnedix's long-term organisational resilience. From operations and delivery to grid integration, the hires needed to provide both technical excellence and cultural alignment to Sonnedix's values as a purpose-driven renewable energy company.

With a competitive European talent market and a shortage of local specialists in certain regions, Sonnedix needed a recruitment partner who could combine global reach, speed of delivery, and sector-specific insight.

What Sonnedix Thinks

"I've had a very positive experience working with Jaime.

He has always been helpful and proactive, anticipating needs and offering solutions before issues arise.

I particularly value his collaborative approach and reliability, which have made working with him both effective and enjoyable to work with."

Elisa Zuccari | Head of People (Europe) | Sonnedix

Hiring Manager: Elisa Zuccari



Now Head of People in Chile, Elisa has overseen international growth phases at Sonnedix, driving strategic people initiatives and ensuring strong leadership hires aligned with the company's culture, long-term goals, and global mission.

Head of People (Europe)
Sonnedix

The Hiring Challenge

Sonnedix required senior leaders to strengthen operations, accelerate project delivery, and enable growth across multiple geographies. Their challenges included:

- Finding operations leaders with scale-up experience in a competitive London market.
- Sourcing a VP of E&C with pan-European project delivery expertise from a passive candidate pool.
- Identifying a bilingual Senior Project Manager in Madrid able to manage complex solar projects.
- Locating a grid specialist in Marseille with in-depth knowledge of French connection processes and regulations, from a limited local talent pool.

Solution Summary

Executive Integrity delivered a proactive, insight-led search that combined speed with precision. Acting as an embedded hiring partner, we drove a targeted headhunting process into passive talent pools, provided weekly market intelligence to maintain alignment, and ensured seamless coverage across the UK, Spain, and France.

By incorporating cultural and leadership assessments alongside technical evaluation, we secured senior leaders with long-term fit and achieved an average time-to-hire of just 30 days.



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The Results

Executive Integrity successfully delivered four senior leadership hires for Sonnedix across the UK, Spain, and France, each aligned with the company's culture and long-term growth plans.

This included:

- **Head of Operations (London)**
- **VP of Engineering & Construction (London)**
- **Senior Project Manager (Madrid)**
- **Grid Connection Manager (Marseille)**

With an average time-to-hire of just 30 days and a 100% retention rate, these placements have strengthened Sonnedix's leadership capacity, improved operational efficiency, and supported the delivery of their expanding European project pipeline.

Candidate Impact

Head of Operations (London)

Brought scale-up experience from the renewable sector, enhancing operational processes and enabling Sonnedix to increase global capacity and efficiency.

VP of Engineering & Construction (London)

Accelerated project delivery across Europe, leveraging pan-European expertise to streamline execution and strengthen competitive advantage.

Senior Project Manager (Madrid)

Delivered bilingual leadership for solar development in Spain, ensuring smooth management of complex projects and reinforcing local execution capabilities.

Grid Connection Manager (Marseille)

Secured critical grid connections in a highly regulated market, unlocking project growth in France and supporting Sonnedix's long-term expansion strategy.

At Executive Integrity, we build teams that drive lasting impact.

Our insight-led search approach is designed for companies in high-growth phases who need speed, precision, and cultural alignment.

You'll gain a dedicated partner embedded in your hiring process, leveraging global renewable energy networks, proactive headhunting, and tailored assessments to secure the leaders who can deliver on your strategic goals.

From Operations to Engineering & Construction, Projects to Grid, we help you scale with confidence by placing senior talent that strengthens your business today and shapes your growth tomorrow.

Let's build the leadership team that powers your future.

Contact us to explore how our recruitment solutions can accelerate your next phase of growth.