



CONNEXUS GLOBAL



# COMMODITIES & RENEWABLES

Globally connected, locally networked.

Recruiting world-class leaders and professionals  
that drive commodities and renewables organisations  
across EMEA, Americas & Asia Pacific regions.

[CONNEXUS-GLOBAL.COM](https://connexus-global.com)

# CONNEXUS GLOBAL COMPANY SUMMARY

At Connexus Global, we exist to strengthen our clients' organisations. We provide bespoke recruitment services for multinational companies in a wide array of sectors along the global value chain, helping them to future-proof their businesses by placing top talent in crucial roles.

In the coming years, we plan to expand our ever-growing global presence, all while maintaining our locally-networked approach – and with an even greater focus on diversity, equity, and inclusion. With our strategically located offices, expert staff, and unrivalled candidate networks, we are ideally poised to take care of all your recruitment needs, allowing you to focus all your efforts on growing your business.

**Our Commodities & Renewables division supports organisations recruiting experienced sector-specific professionals.**

**Our industry expertise includes:**



LNG & GAS



POWER  
& UTILITIES



CARBON  
& EMISSIONS



RENEWABLES



OIL, PRODUCTS  
& CHEMICALS



METALS  
& MINERALS



AGRICULTURE



SHIPPING  
& LOGISTICS

By building engaging working relationships with the highest quality talent in these areas, we have been able to form successful partnerships with world leading companies.

We are uniquely positioned to provide market insights that give our partners a competitive edge.



# WE RECRUIT THE HIGHEST QUALITY MID TO SENIOR LEVEL TALENT FOR OUR PARTNERS ACROSS CRITICAL FUNCTIONS

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## LEADERSHIP

- Executive Officers
- Board of Directors
- Non Executive Directors

## OPERATIONS & LOGISTICS

- Head of Operations
- Shipping & Freight

## RISK & MIDDLE OFFICE

- Credit Risk
- Market Risk
- Operational Risk
- Technology & Cyber Risk

## FINANCE & ACCOUNTING

- Financial Planning
- Financial Control
- Treasury
- Trade Finance
- Structured Finance
- Tax
- Audit

## TECHNOLOGY

- Development & Architecture
- Data Engineering & Science
- Infrastructure
- Technology Sales

## LEGAL & COMPLIANCE

- General Counsel
- Compliance Officer

## TRADING, MARKETING & ORIGINATION

- Trading
- Origination
- Business Development
- Marketing
- Structuring
- Analysis
- Contract Management

## SERVICES OFFERED

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01

EXECUTIVE SEARCH  
& SELECTION

02

COMPETITOR  
ANALYSIS

03

DIVERSITY ANALYSIS

04

COMPENSATION  
DATA

05

INTERIM LEADERSHIP

06

RECRUITMENT PROCESS  
OUTSOURCING (RPO)

07

SUCCESSION  
PLANNING



# THE CONNEXUS GLOBAL WAY

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# FOSTERING DIVERSITY AS AN ENGINE OF PROGRESS

Unlocking the power of diversity is an invaluable asset for any organisation seeking to thrive in today's dynamic world. By embracing diversity, companies gain access to a rich tapestry of perspectives, experiences, and talents. This infusion of diverse backgrounds and ideas fuels innovation, enhances problem-solving capabilities, and fosters a culture of creativity.

At Connexus Global, we understand how important this is for companies and our commitment to diversity extends beyond serving our clients; we also apply the same principles to our own hiring practices. We believe that a diverse and inclusive team enriches our company culture, enhances creativity, and empowers us to better understand the diverse needs of our clients.

Through this dedication to diversity, we not only strengthen our own organization but also ensure that we deliver exceptional and diverse talent to our clients, positioning them for sustained success in today's ever-evolving world.



## OVER HALF

of our employees globally  
are females.

## 92%

of our Consultants speak  
more than one language.

## 42%

of professionals placed by our  
commodities and renewables business  
unit are female.

## ALL

of our shortlists are diverse and  
inclusive.



# CONNEXUS IN NUMBERS

We partner with Commodities, Renewables, Natural Resources & Financial organisations to future-proof their businesses.

**ALL**

shortlisted candidates are cross-referenced with our extensive global network.

**8** WEEKS

is the average time to make a placement from breifing stage to contract signed.

**OVER  
600**

placements made worldwide.

**94%**

of our placements stay with our client for over 18 months.

**75%**

of the candidates we present are not actively seeking a new role.

**90%**

of our global work is with repeat clients.



# TRACK RECORD

Senior China LNG Originator – Utility  
**Asia**

TTF Trader – Global Trading House  
**Asia**

Head of Market Risk – Oil major  
**Asia**

Global Head of Oil Trading – Utility  
**Europe**

Senior Energy Analyst – Utility  
**Europe**

Senior LNG Originator – Global Trading House  
**UK**

Senior Fuel Oil Trader – Oil Major  
**UK**

Global head of Oil Trading – Global Trading House  
**Middle East**

Head of Analysis – National Oil Company  
**Middle East**

Global Head of Oil Trading – Global Trading House  
**North America**

Head of North American Gas & Power Trading  
– Global Trading House  
**North America**

Head of Energy Japan – Utility  
**Asia**

Senior LPG Trader – Global Trading House  
**Asia**

Chief Financial Officer – Global Trading House  
**Asia**

European Gas Options Trader – Global Trading House  
**Europe**

Senior New Energies Origination – Global Trading House  
**Europe**

Senior LNG Trader – Global Trading House  
**UK**

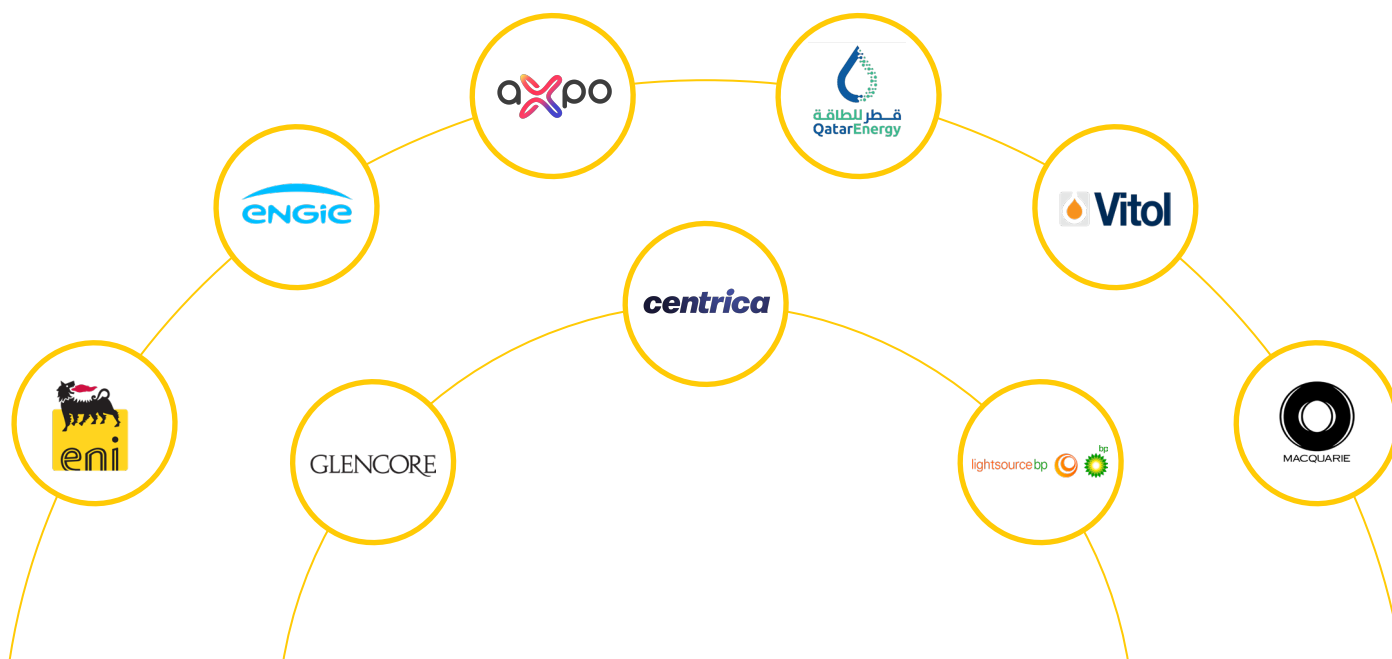
Biofuels Trader – Global Trading House  
**UK**

Head of Middle East – Global Trading House  
**Middle East**

Senior Gas Derivatives Trader – National Oil Company  
**Middle East**

Head of Commodities – Proprietary Trading Firm  
**North America**

LNG Business Developer – Global Trading House  
**North America**



# CASE STUDY

## INTERNATIONAL COMMERCIAL LNG TEAM PROJECT

### Multinational Merchant Trading Organisation

We supported our client's commercial LNG team growth through a competitor analysis and confidential global talent and diversity mapping project. This resulted in diverse and targeted shortlists for hiring specific roles across EMEA and APAC, as well as the establishment of talent pipelines. The project successfully led to the recruitment of four key roles and we are committed to ongoing updates and execution of the talent pipelining project when appropriate.

<b>STRATEGY:</b>	Project Exclusivity	<b>ROLE SPECIFICS:</b>	3 x LNG Traders (2 x Senior, 1 x Mid-level),
<b>LIFECYCLE:</b>	Four months		1 x LNG Trading Analyst

## POWER DEVELOPMENT COMMERCIAL LEADERSHIP BUILDOUT

### Solar Power Developer

A regional commercial leadership buildout on behalf of a global solar power developer. The roles spanned across Europe and the Middle East within Investment Management, Asset Operations, and Structured Finance. A particularly challenging project as candidates were required to not only possess specific technical skills related to renewables energy projects but also a unique combination of functional and soft skills to operate well within a regional matrix environment. This required us to look outside of the obvious industry talent pool and screen for the correct transferrable skills and motivations. Successfully filled three leadership roles and have subsequently started building out their respective teams.

<b>STRATEGY:</b>	Retained Search	<b>ROLE SPECIFICS:</b>	1 x Commercial Director, Head of Structured Finance,
<b>LIFECYCLE:</b>	Three months		& Head of Global Asset Management.

## EUROPEAN OIL TRADING TEAM BUILDOUT

### International Utility

We were retained to reconstruct our client's European Oil Derivatives trading team due to multiple departures. Our client required comprehensive insights into the European talent market to guide the restructuring and hiring process. We delivered holistic human capital and competitor advice, leveraging an EMEA derivative trading talent map, salary survey, and compensation benchmarking. This data guaranteed all new hires would align with the client's requirements in terms of location, track record, skillset, compensation, culture, values, and aspirations. We are now replicating this project in their Power Trading business unit.

<b>STRATEGY:</b>	Retained Search	<b>ROLE SPECIFICS:</b>	1 x Crude Oil Trader, 1 x Refined Products Trader,
<b>LIFECYCLE:</b>	Three months		1 x Quantitative Trading Analyst

## REGULATORY AFFAIRS GROUP PROJECT

### International Trading House

Our client wanted to establish a regulatory affairs group for their cross-commodity trading business. We provided guidance on optimal group size, structures, compensation, diverse talent with varying levels of experience and regional expertise. Drawing on successful industry peers, we delivered a detailed project approach supported by thorough market mapping and analysis. Subsequently, we executed a rapid recruitment process and anticipate additional hires as needed.

<b>STRATEGY:</b>	Project Exclusivity	<b>ROLE SPECIFICS:</b>	1 x Senior Regulatory Affairs Director
<b>LIFECYCLE:</b>	Six weeks		



# WHAT OUR CLIENTS SAY



“ We partnered with Connexus Global to hire for our LNG team, their knowledge of the LNG markets and ability to deliver a shortlist of qualified candidates quickly is testament to their specialisation. We would recommend Connexus Global to any company looking for a professional and personal touch when hiring. ”

**VICE PRESIDENT**

NYSE Listed Energy Company

“ Connexus Global has helped us with senior front and middle office positions. They are extremely professional and efficient, giving great support to our hiring needs. You can trust the team to give 100% and I would highly recommend their service. ”

**SENIOR MANAGER, HR**

Multinational Trading Company

“ We have partnered with Connexus Global to build an international pipeline of highly capable commercial talent. We would recommend them to any business looking to do the same. ”

**CHRO**

Oil Major

“ Connexus Global are our trusted recruitment partners globally when building out our executive leadership team. Their consultation and knowledge of the industry has proven critical in successful hires. ”

**GLOBAL HEAD OF TALENT**

Leading Global Renewables Developer



# CONSULTANTS



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GLOBAL HEAD OF COMMODITIES

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