

— S — SUDDUTH SEARCH

CASE STUDY

Technology & Energy Transition



Launching Success: Hiring Transformational Talent for an energy transition startup

AT-A-GLANCE

Market Sector

Real-time continuous methane monitoring as a SAAS for the energy industry.

Ownership Structure

Venture Capital, Artemis Energy Partners

Positions Filled

Director of Field Operations
Director of Sales
Director of Product

CHALLENGE

Our client was an early-stage, VC-backed company that had recently secured funding and was looking to bring on high-impact leaders to oversee field operations, sales, and product management. Since Puloli didn't have a prominent brand name yet, the Sudduth Search team had the challenge of not only identifying candidates who would thrive in an early-stage environment but also effectively pitching the opportunity to them. During this period, the political climate surrounding energy transition and emissions management shifted, making candidates more hesitant to consider job changes. Sudduth Search persisted and successfully introduced additional candidates, eventually leading to an accepted offer.

APPROACH

A key to successfully filling all three roles was finding transformational leaders who thrived in a role where they held the reigns and drove the process in their respective positions. Most came from larger companies, so the Sudduth team had to assess for this personality type, even if they had not been with an early-stage company.

The Sudduth Search team also had to have a deep understanding of the industry and products in order to answer questions and dig into the candidate's expertise to ensure they were qualified.

RESULTS

Three critical leadership positions were filled with candidates directly from competitors, who believed in the vision and product of Puloli.

"Partnering with Sudduth Search was exactly what we needed; they not only understood our unique challenges but also delivered exceptional leaders who are driving our vision forward."

- Kethees Ketheesan, CEO