

# — § — SUDDUTH SEARCH

## CASE STUDY

# Energy & Energy Transition



How Caliche Storage utilized Sudduth Search to find the right talent and realize energy investment partnerships across three iterations.

### AT-A-GLANCE

#### Market Sector

Underground Energy Storage

#### Ownership Structure

Private Equity, Sixth Street  
(Previously Orion Infrastructure Capital,  
GCM Grosvenor, and Energy Spectrum)

#### Positions Filled

Chief Commercial Officer  
VP of Operations  
Director of Strategy  
Director of Energy Transition  
Production Engineer  
Project Controller  
Corporate Development Manager  
Gas Scheduler  
Plant Manager  
Director Finance & Strategy  
Director of Regulatory  
Trader

## CHALLENGE

When Caliche started, they needed high caliber talent who understood the role they played in helping the company to grow and ultimately exit. The first few roles were executive level, then we began filling mid-level and tactical roles, including one which allowed the company to expand operations onto the West Coast with a regional office north of Sacramento.

## APPROACH

For the initial Chief Commercial Officer role, it was imperative that the person have strong connections within the industry and come from a bigger company but could mesh with the smaller company culture and the autonomy that came with that.

For the mid-level positions, the team already had a comprehensive view of the industry and could ramp up each one very quickly.

## RESULTS

Knowing that Caliche intended to pursue multiple transactions, we needed to identify candidates who were not only comfortable with, but also thrived in, a fast-paced and fluid environment.

Having a good grasp of the company story, goals and culture, we were able to fill over 12 positions. Caliche has had multiple successful transactions and continues to utilize Sudduth Search to fill searches today.

*"The structure and process that every Sudduth Search team member utilizes is critical, you get the same impactful process with everyone who is well trained. It's also incredibly helpful for our executives to have some separation from the blocking and tackling of the recruiting process."*

**- Dave Marchese, CEO**