



# Strategic Recruitment Partnership with Executive Integrity and Rye Development

## Rye Development

Rye Development is a leader in hydropower and long-duration energy storage (LDES), managing large-scale renewable energy projects across the United States.

After securing a significant investment, the company needed to rapidly expand its leadership team to drive the success of several critical projects. To achieve this, Rye required senior-level professionals with niche expertise in project origination and development, specifically to fill the roles of Vice President of Project Origination and two Vice Presidents of Project Development.

Recognising the need for a strategic approach, Rye partnered with Executive Integrity to source high-calibre talent for these key positions.

### Rye Development's Hiring Challenges

Rye Development faced significant challenges in their search for three key senior roles: Vice President of Project Origination and two Vice Presidents of Project Development. These positions were crucial to the success of their long-duration energy storage (LDES) projects, requiring specialised expertise in renewable energy, particularly hydropower and LDES.

The VP of Project Origination needed to lead the sourcing of new projects, manage complex PPA negotiations, and secure financing to expand Rye's renewable energy portfolio. This role was central to driving commercial opportunities and aligning projects with Rye's strategic objectives.

The VP's of Project Development were responsible for overseeing the full development lifecycle of Rye's LDES projects in Oregon and Florida. These leaders needed deep technical expertise, proven experience in delivering large-scale projects, and the ability to manage regulatory approvals and meet critical deadlines. They would also be tasked with leading cross-functional teams to ensure the projects progressed smoothly through various challenges.

The recruitment process presented obstacles, mainly due to the niche expertise required, particularly in hydropower, and the limited talent pool in regions like Oregon. Rye needed candidates who could immediately assume leadership roles, with no lengthy onboarding, given the time-sensitive nature of their projects. Without an internal HR team to conduct this search, Rye's CEO, Paul Jacob, faced the risk of project delays if these roles were not quickly filled.

Given these challenges, Rye Development relied on Executive Integrity's expertise to manage the recruitment. With limited in-house resources, a targeted headhunting strategy was essential to identify and attract passive candidates who possessed the right blend of technical know-how and leadership capabilities. Trusting Executive Integrity allowed Rye to focus on securing the right talent swiftly and efficiently, ensuring their projects remained on track.

## The Hiring Manager



**Paul Jacob**  
CEO  
Rye Development

Paul Jacob, CEO of Rye Development, led the company's expansion in the renewable energy sector. With multiple large-scale LDES projects on the horizon, Paul needed experienced leaders to step into senior roles and ensure the successful execution of these initiatives.

### Year founded

2014

### Industry

Hydropower

### Entity

Rye Development

### Headcount

10+

## Challenge Summary

Rye Development needed to quickly fill three senior roles—Vice President of Project Origination and two Vice Presidents of Project Development—requiring specialised expertise in hydropower and long-duration energy storage (LDES).

With a limited talent pool in these niche areas, and no internal HR team to conduct a complex search, Rye turned to Executive Integrity for a strategic headhunting approach to find the right candidates.

## Solution Summary

Executive Integrity executed a targeted headhunting campaign, leveraging our network to source passive candidates with deep experience in renewable energy and project development.

Our approach yielded a curated shortlist, enabling Rye's CEO to make swift, high-impact hires for key leadership roles essential to their LDES project success.

## Industry experts with integrity - Supporting Hydropower Innovation

To meet Rye Development's specialised hiring needs, Executive Integrity implemented a targeted headhunting campaign designed to engage passive candidates with the precise expertise required for their critical roles.

Our team conducted an in-depth analysis of the specific technical and leadership skills needed for each position: Vice President of Project Origination and two Vice Presidents of Project Development. Given the complexity of the renewable energy and LDES fields, we focused our search on individuals with proven experience in project origination, complex Power Purchase Agreement (PPA) negotiations, and the development lifecycle of large-scale energy projects.

Our network and industry knowledge enabled us to identify top candidates across the renewable energy sector, particularly those with experience in hydropower and storage solutions. Understanding the importance of cultural and strategic fit, we provided Rye with a carefully curated shortlist of candidates who not only possessed the necessary technical expertise but also the adaptability to align quickly with Rye's goals.

This streamlined approach allowed Rye's CEO to efficiently select and appoint the right candidates, ensuring that their leadership team was positioned to support the company's ambitious LDES initiatives without delays.

### Rye Development's Candidate Impact

The high-calibre hires placed by Executive Integrity have made an immediate impact on Rye Development's operational capabilities and strategic direction:

#### **Dan Sarti – Vice President of Project Origination**

Dan brought over two decades of renewable energy experience and a strong record in negotiating complex PPAs. His expertise in project origination has been instrumental in securing the commercial foundations needed to support Rye's growth, ensuring a steady pipeline of projects aligned with the company's vision.

#### **Malcolm Harkness – Vice President of Project Development**

Malcolm has leveraged his extensive background in renewable energy to oversee the full development lifecycle of key LDES projects. His leadership has ensured projects remain on schedule and comply with regulatory standards, significantly bolstering Rye's operational strength.

#### **Brianne Sheron – Joining as Vice President of Project Development**

Brianne's experience in large-scale infrastructure and hydropower projects has been invaluable. Her ability to manage complex projects has streamlined the development of Rye's initiatives in Florida, driving projects forward while meeting critical milestones.

Each candidate has contributed to advancing Rye's projects, bringing the expertise and strategic alignment necessary for Rye to achieve its long-term goals in renewable energy and solidify its position in the LDES market.

