



ON

**SUSTAINABILITY &
CLEANTECH
EXECUTIVE REPORT**

2022

RECENT EXECUTIVE APPOINTMENTS ACROSS ORGANIZATIONS DEVOTED TO SUSTAINABILITY AND CLEANTECH

ON Partners is proud to record a long history of partnering with organizations invested in cutting -edge sustainability, energy, ESG and cleantech initiatives. Highlighted is a sample of executives appointed in the last year to leadership positions to drive innovation and continued progress within this space.



SARAH ACKER
COO
VOLTYX



JASON BONFIGT
CFO
SUNWORKS



BRIAN WEHNER
VP, SUPPLY CHAIN
ROTHY'S



BILL ROSSI
CEO
BELLWETHER COFFEE



LARRY YANG
CHIEF PRODUCT OFFICER
PHONONIC



FAHA KHAN
HEAD OF PRODUCT
MANAGEMENT
BLUE RIVER TECHNOLOGY



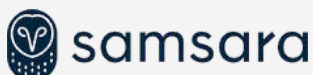
NATALYA DAVICK
CFO
PALMETTO



RIC TOMASZEWSKI
CFO
ADEPTAG

PARTNERED WITH ORGANIZATIONS DRIVING SUSTAINABILITY

We partner with organizational leaders that specialize and are ranked in leading publications for their work in driving the future of energy, cleantech, sustainability, ESG and renewables.

The logo for sunworks, featuring the word "sunworks" in a lowercase, sans-serif font. The "sun" is in black and the "works" is in orange.The logo for Palmetto, featuring a green stylized palm tree icon to the left of the word "Palmetto" in a black, sans-serif font.The logo for ROTHY'S, featuring a blue circular icon with a white stylized figure inside, positioned above the word "ROTHY'S" in a blue, sans-serif font.The logo for VOLTYX, featuring a blue stylized "V" icon to the left of the word "VOLTYX" in a black, sans-serif font.The logo for nVIDIA, featuring a green stylized eye icon to the left of the word "nVIDIA" in a black, sans-serif font.The logo for GXO, featuring the letters "GXO" in a bold, orange, sans-serif font.The logo for IRON OX, featuring the words "IRON" and "OX" in a bold, red, sans-serif font, with a red stylized leaf icon between them.The logo for BLUE RIVER TECHNOLOGY, featuring a blue stylized "R" icon to the left of the words "BLUE RIVER" in a blue, sans-serif font, with "TECHNOLOGY" in a smaller font below.The logo for samsara, featuring a blue circular icon with a white stylized figure inside, positioned to the left of the word "samsara" in a black, sans-serif font.The logo for IMPOSSIBLE, featuring the word "IMPOSSIBLE" in a bold, black, sans-serif font.The logo for AdeptAg, featuring a green and blue stylized infinity symbol icon above the word "AdeptAg" in a blue, sans-serif font.The logo for Ball, featuring the word "Ball" in a white, cursive font, set against a blue square background.

INSIGHTS FROM PARTNERS AROUND EXECUTIVE TALENT AND SUSTAINABILITY

"A Google search of the company around their values and what they are doing/saying (or not) is important to candidates. People care a lot about the club they are joining. How a business markets themselves on social issues will be indicative of the talent they will be able to obtain."

- Sean Cantarella, partner

"We're seeing ESG leaders coming from all different areas. I've recently seen ESG executives come from VP of Internal Audit, Corporate Treasurer, VP of Investor Relations General Counsel, VP Quality and VP of Supply Chain roles.

The common theme is that these executives are strong business partners who can execute "non-revenue" projects across an entire organization. These are challenging roles and it's a natural opportunity for senior leaders who enjoys the internal operations of a business and are passionate about sustainability to come in and really influence the future course of global commerce."

- Joe Olson, partner





SUSTAINABILITY AND CLEANTECH MEET THE 'PERFECT STORM' AS SECTOR SURGES

ON Partners is proud to be named to Hunt Scanlon's first annual roundup of the top 25 most prominent executive search firms serving the Clean Tech & ESG sectors.

ON Partners' managing partner, Tim Conti, was recently featured in Hunt Scanlon's report on the sector's surging growth in 2021:

Notes Conti, "The burgeoning demand in the sustainability and clean tech sector been driven by several factors. These include policy, change of presidential administrations, and, I believe, an increasing commitment among executives toward positive climate impact," he said.

"All of these elements create a great growth trajectory for the space; market conditions are there now to attract the highest caliber candidates. When you can mesh high caliber leaders with mission-driven companies, great things tend to result."

"The CEO and CFO-level roles have been ON Partners' biggest focus for searches across the sector. With the market potential, several companies have chosen to upgrade the CEO, attempting to boost strategic thinking in order to create a differentiated positioning for the company," said Conti. "And, with financing often serving as the foundation for these companies, the CFO role is now (and has been) critical to a company's ability to capitalize on market opportunities."

ON Partners reports record 81% growth

ON Partners, a retained executive search firm building diverse C-level and board leadership teams across industries, today announced the firm has grown 81% in the last year. Recently named as a top 50 executive recruiting firm in Forbes, ON Partners was also named one of America's best executive search firms by Hunt Scanlon, listed as one of the only pure-play executive search firms in the top 20 with organic growth.

Additionally, ON was named to the Cleantech/ESG Top 25, Hunt Scanlon's first annual roundup of the 25 most prominent executive search firms serving the Cleantech & ESG sectors, and for the third consecutive year to Hunt Scanlon's Private Equity Recruiting Power 100 list, its annual list of the top 100 executive search firms serving the PE sector. ON Partners was also named for the third consecutive year to Hunt Scanlon's Life Sciences & Healthcare Power 50 recruiting list and for the second consecutive year to its HR/Diversity Recruiting Power 65, with 40% of the firm's executive appointments in the last year being diverse executives in leadership positions.

As non-conformists focused on taking an untraditional approach to executive search, ON consultants continue to place C-level, board and senior executives across multiple industries and functions, with an increasing focus on senior executive placements in the clean tech/sustainability, private equity, consumer and life sciences sectors. Recent placements include C-level appointments for companies including AdeptAg, IGM Biosciences, Logitech, Indeed, Intelycare, Tailwind Capital and Sunworks.

"We've seen 40% growth in our life sciences practice over the last year and our consumer practice has doubled," said ON Partners co-founder and managing partner Tim Conti. "Plus, we continue to see tremendous demand, particularly in CEO, C-level and board searches not just in sustainability and clean tech, but in PE as well."

Find out more about ON's approach and how the firm has rebuilt the institution of executive search [here](#).



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