

## What you asked for:

### VP, Operations (EMEA)

-  Multi-Country Operations Leadership - 30+
-  Experience scaling, ideally in climate/ energy
-  Systems builder with SaaS exposure
-  7+ Years of Cross-Functional Leadership
-  London

Through a blend of advanced AI tools and hands-on human research, we've mapped the entire relevant talent landscape.

## Key Insights



Mapped



Total Addressable Market



Top Matches

751

81

7

## Full Picture Talent Map

# Resources



## [Click Here to Listen to a Podcast-Style Audio Summary](#)



We've generated a 8-minute podcast-style summary that talks you through how the search went.



## [Click Here to Explore the Full Talent Map](#)

We've compiled a downloadable, filterable map of every candidate uncovered during our search. This dataset gives you a complete view of your total addressable talent pool, not just the shortlist.

# Overview



## Estimated Average Salary

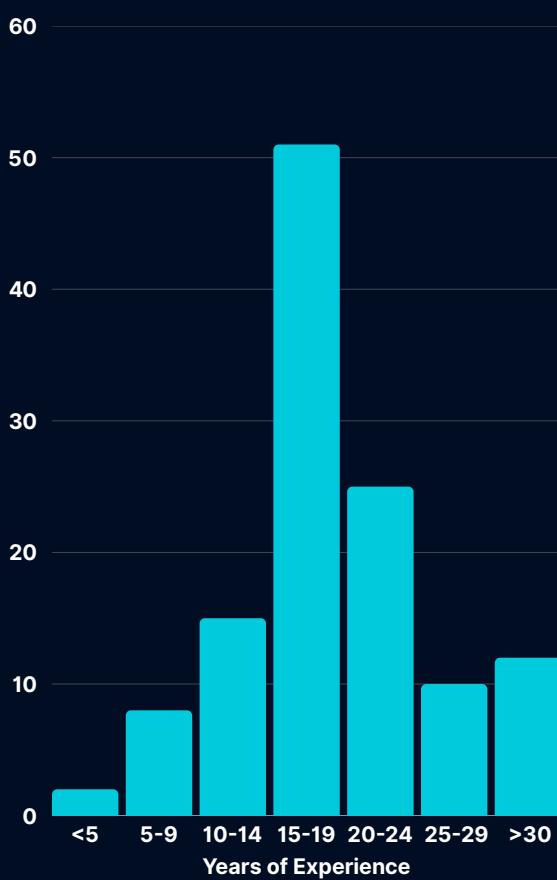
Total Pool

**£109,234**

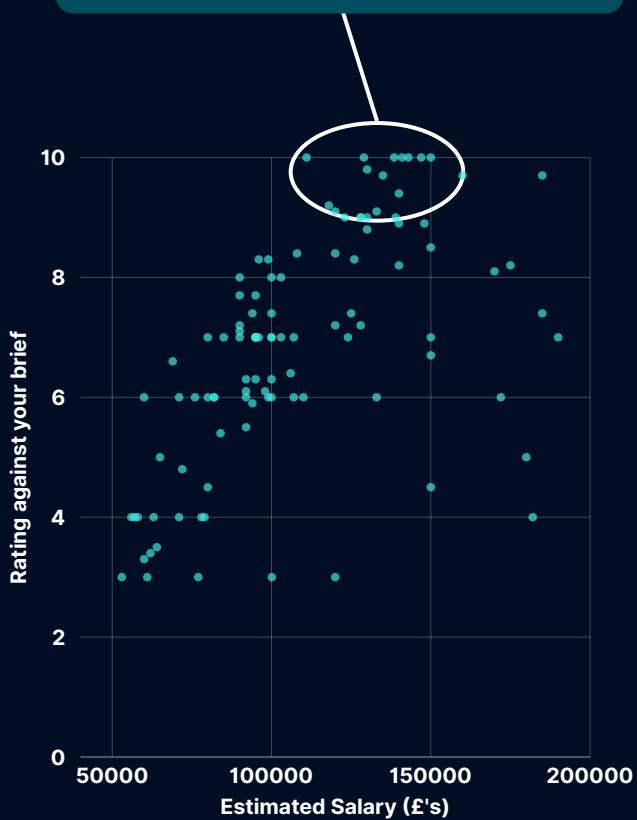
Top Candidates

**£129,443**

In addition to base salary, we estimate that most of the top candidates identified are receiving total compensation packages that include **performance bonuses of 20-40%**, and in some cases, equity or long-term incentive plans.



Our data suggests that top candidates for this role are currently earning between **£110,000 and £150,000**





# Candidate Archetypes

## The Delivery Specialist



- + Managing capital programmes.
- + Highly motivated
- Limited BAU ops experience.
- + Rarely hold direct P&L.

**Hiring:** Ideal if the year-one mandate is transformation-heavy.

**Onboarding:** Needs coaching on commercial cadence.

### Example



James Evans  
Prog Delivery, BritGrid

## The Scaling COO



- + Strong multi-country P&L
- + Proven at scaling ops
- Small talent pool
- + Some lack investor-facing exp.

**Hiring:** Probe for pace and culture fit

**Onboarding:** Fastest ramp, let them diagnoare and act

### Example



Emma Hill  
COO, Brightfold

## The Field Operations Leader



- + Deep credibility with large distributed engineering teams
- Typically narrow functional focus
- + Lacks commercial breadth

**Hiring:** Only if role is heavily field and asset-weighted

**Onboarding:** Pair with a commercial counterpart.

### Example



Laura Robinson  
Field Ops, Enerbyte

## The Supply Chain Specialist



- + Proven cost reduction across procurement and logistics
- Lack cross-functional team leadership

**Hiring:** Supply chain is the critical bottleneck

**Onboarding:** Needs structure exposure

### Example



Susan Davies  
VP, Kinetic Power

## The Transformation Agent



- + Strategic and analytical
- Often advisory roles rather than line leadership

**Hiring:** Gold standard for turnarounds

**Onboarding:** Clear KPIs from day one

### Example



Ryan Phillips  
Ops Trans, FusionPoint

## The Corporate Heavyweight



- + Genuine VP seniority, large teams
- Scale-up pace

**Hiring:** Beware of title inflation

**Onboarding:** Longest ramp, full recalibration to lean environment

### Example



Michael Smith  
VP EMEA, VoltaGrid

# Salary Intelligence

The strict constraint is a base salary below £110,000, ideally £100,000. This target is approximately 11% below the local London executive average of £118,702 necessary to secure this high-caliber executive.

Based on market signals, we expect that securing a top-tier candidate will require a total package in the region of £300k–£320k. This typically includes a £120k base salary, a short-term incentive of around 40 percent of base, and a long-term incentive roughly equivalent to base salary. Many senior candidates also expect a sign-on grant and modest perks or relocation support.

In practice, the full package is weighted almost evenly between fixed pay and incentive-based rewards.

Component	Structure	Target Value (\$USD)	% of Total Package
Base Salary	Fixed Annual Cash	£120,000	38.2%
Short-Term Incentive (STI)	Target 40% of Base	£45,000	15.3%
Long-Term Incentive (LTI)	Target 100% of Base (Phantom Equity/PSU Grant Value)	£120,000	38.2%
Sign-On Bonus	Cash/Equity Grant (One-time)	£21,000	6.8%
Executive Perks & Relocation	Annual Value Estimate	£3,000	1.5%
Total Estimated Package Value	All Components	£301,000	100.0%

## Estimated Average Base Salary

**Total Pool**  
**£109,234**

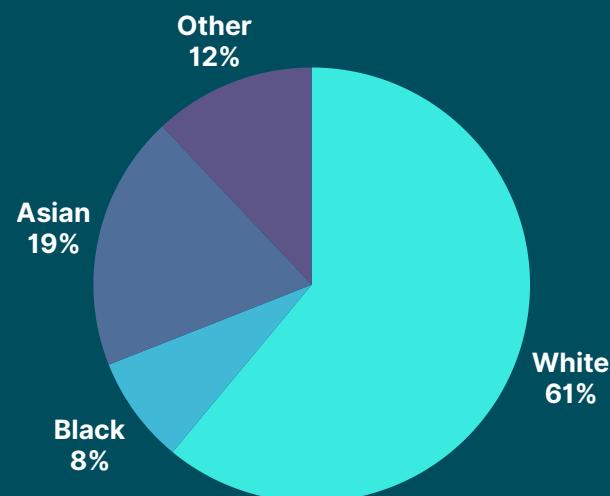
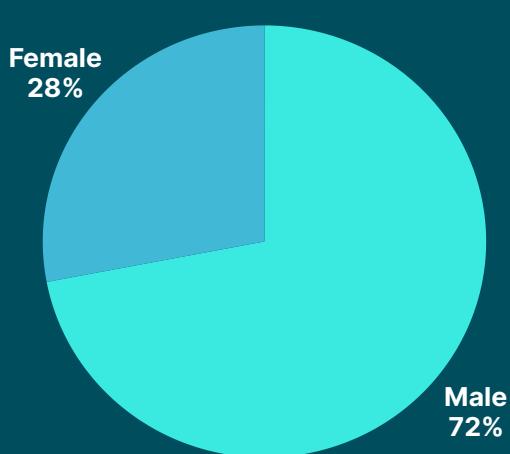
**Top Fits To The Brief**  
**£129,443**

**Top Overall Matches**  
**£141,340**

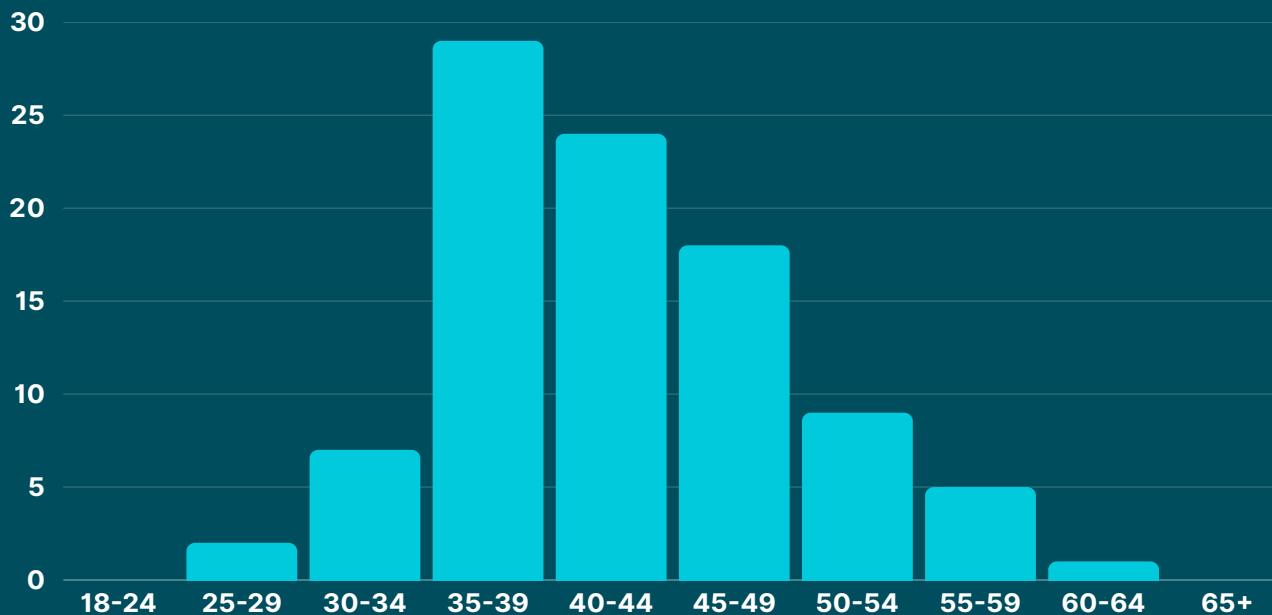
Our data suggests that top candidates for this role are currently earning between £110,000 and £150,000



# Diversity



## Estimated Age



Estimated Average Age of Total Pool

**40.2 Years**

Estimated Average Age of Top Candidates

**39.5 Years**

# Market Analysis

## Talent Supply vs Demand

The UK market faces a shortage of senior operations leaders who combine international experience, cross-functional leadership, and climate/energy/SaaS expertise.

- Demand for green skills in the UK grew 46% in 2023–24, while supply rose just 5% [1]
- 80% of UK employers still report talent shortages, especially in specialist leadership roles [3]
- Climate tech investors consistently highlight leadership as a determinant of scaling success [2]

## Compensation Benchmarking

Our map shows salaries clustering at £110k–£150k. Market benchmarks confirm:

- London Heads of Operations average £120k–£160k base [4]
- Bonuses typically 20–40%, with equity (0.5–2%) common in VC-backed firms [6]
- UK exec pay remains below US levels, though aligned with Europe, with more variable pay after the UK's bonus-cap removal [5]

## Regional & Global Context

- The UK leads EMEA in tech and climate talent: its startup ecosystem exceeded \$1T valuation by 2024 [12]
- London ranked #2 globally for climate-tech investment in 2023 [13]
- Compared with the US, UK firms are 3x less likely to scale climate startups to unicorn status [14]

## Competitive Hiring Pressure

- Climate tech, clean energy, SaaS, and infrastructure firms are the heaviest recruiters of VP Ops [7]
- Tech layoffs have freed some candidates, but critical operations roles remain tight [1][3]
- Over 5,000 UK climate startups compete for a small pool of experienced leaders [12][13]

## Diversity Benchmarks

- Our map shows 72% male / 28% female, broadly in line with UK industry benchmarks.
- Women make up 21–29% of UK tech professionals, but just 22% of directors [7][8]
- UK energy firms reached 34% women in leadership, targeting 40% by 2030 [9]
- Ethnic minority board representation: ~19% FTSE 100, ~13.5% FTSE 250 [10][11]

## Sources

1



2



3



4



5



6



7



8



9



10



11



12



13



14



# Map vs Market

## What our map shows:

- **150 profiles mapped**, with **51 addressable candidates**.
- **7 top matches** surfaced against the brief.
- **Salary range**: £110k–£150k, **average shortlist base £129,443**.
- **Demographics**: average age **39.5**, gender split **72% male / 28% female**, ethnicity **61% White / 19% Asian / 12% Other / 8% Black**.
- **Sourcing mix**: 43.5% identified by both AI + human research, 30.4% AI-only, 26.1% researcher-only.

## What the market shows:

- UK green-talent demand up **46%** vs supply up only 5.3%.
- **80% of UK employers report talent shortages**, particularly in specialist roles.
- London is the **#2 global hub** for climate-tech VC investment
- Global climate-tech enterprise value hit a record **\$3.4 trillion in 2024**.
- UK executive pay trails the US by **2-4x**, though aligned with Europe; bonus-cap removal increases variable pay flexibility.

## Implications for hiring



### Seller's Market

Scarce supply, high demand — top operators hold leverage



### Compensation Strategy

Rely on equity + performance-linked bonuses to stay competitive; base salary alone won't close deals



### Practical Takeaway

Move decisively with tailored offers; highlight scope, autonomy, and impact to stand out



### Location Pressure

London dominates supply, but consider pan-EMEA candidates to ease competition



### Diversity Gap

Female representation in our pool (28%) aligns with national averages, but progress is slow; expanding adjacencies can help improve balance.

# Shortlist

## Longlist



88%  
Match

Chance of Interest

90%

Fit to the Brief

86%

### Henry Reed

VP of Operations, **Verdantra Energy**

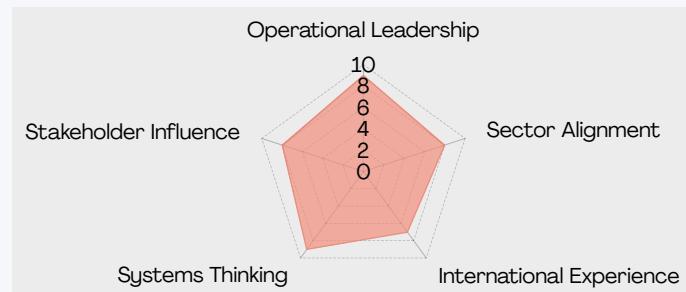
Henry has led Verdantra's transition from a national to a pan-European player, overseeing ops across 6 countries. Known for his methodical, systems-first mindset, he excels at building structure from scale. Formerly in utilities and energy SaaS, he's respected for calm leadership under pressure.

- Scaled ops from 2 to 6 EU markets in 3 years with no headcount growth
- Cut downtime by 31% via rollout of predictive maintenance systems
- Overhauled logistics, reducing delivery times by 24% and saving £2.1M/year
- Introduced OKRs across ops, boosting output by 18% in 12 months
- Secured 3 vendor deals in NL/DE, enabling expansion at 15% lower cost

Email: [henry.reed@verdantra.energy](mailto:henry.reed@verdantra.energy)  
Phone: +44 7700 812 394

**London**

Estimated:  
£120k-145k



#### BIGGEST LIMITATION

Limited evidence of direct board or investor-facing experience.



92%  
Match

Chance of Interest

95%

Fit to the Brief

86%

### Emma Hill

Chief Operating Officer, **Brightfold**

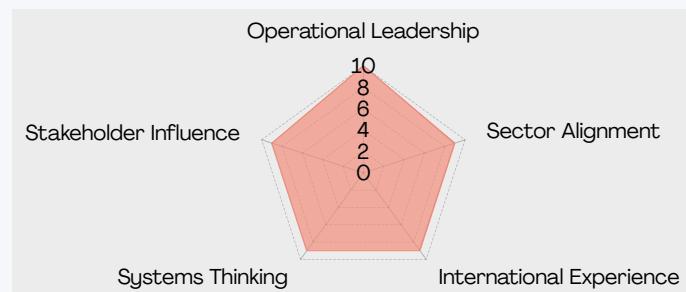
Emma is a powerhouse operator who shaped BrightFold's backend from the ground up - spanning field ops, finance, and supply chain. She's scaled across three EU regions, built multiple teams from scratch, and has a sharp process mind with board-level gravitas.

- Built BrightFold's ops across UK, DE & IE, enabling 3x growth in 2 years
- Cut fulfilment costs 22% via warehouse redesign and automation
- Slashed supplier onboarding from 6 weeks to 12 days
- Set up 50-person ops hub in Manchester, fully remote-ready
- Presented delivery KPIs to board, unlocking £12M in Series B

Email: [emma.hill@brightfold.co.uk](mailto:emma.hill@brightfold.co.uk)  
Phone: +44 7700 298 645

**Manchester**

Estimated:  
£130k-150k



#### BIGGEST LIMITATION

Limited evidence of commercial or go-to-market leadership

# Shortlist



84%  
Match

Chance of Interest

85%

Fit to the Brief

83%

## Kevin Zhang

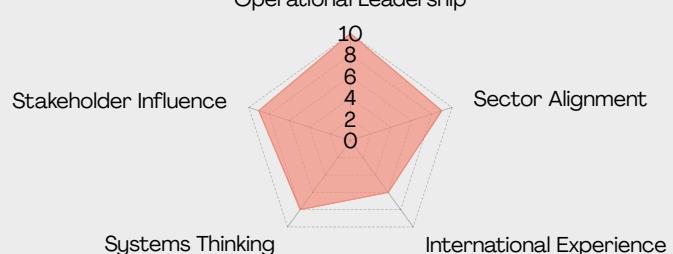
Director of Delivery **Solvance Renewables**

Kevin helped scale Solvance from Series A to C, leading a 40-person cross-functional delivery team across product, ops, and field. He's trusted by founders, known for calm execution under pressure, and has sharp instincts for balancing speed and sustainability.

- Delivered 4 major platform expansions in 2 years, hitting 96% on-time launch rate
- Built and led 40-person ops & delivery org from scratch
- Reduced onboarding time for ops hires from 4 weeks to 10 days
- Introduced tiered escalation system that cut response time by 38%
- Led on Solvance's Series C readiness process from an operational lens

Email: [kevin.zhang@solvance.com](mailto:kevin.zhang@solvance.com)  
Phone: +44 7700 298 472

### Operational Leadership



### BIGGEST LIMITATION

Limited evidence of direct international operations leadership.



74%  
Match

Chance of Interest

75%

Fit to the Brief

73%

## Alex Morgan

Head of UK Operations, **Gridpath**

Alex has modernised Gridpath's UK operations over the past 2 years, leading automation efforts and cutting delivery timelines significantly. Though he has limited international exposure, he's highly process-driven and known for building solid operational foundations fast.

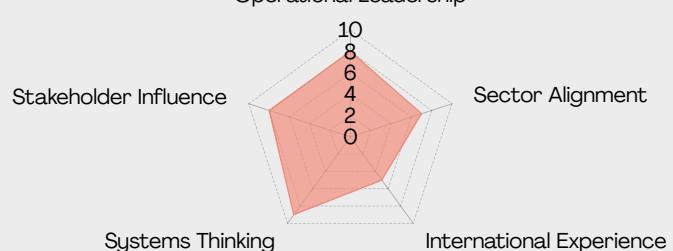
- Reduced average delivery cycle time by 22% through end-to-end process automation
- Oversaw UK rollout of Gridpath's new ERP system across 3 sites
- Built team of 25+ operations and supply chain staff from scratch
- Introduced KPI dashboard that improved senior visibility and team accountability
- Supported COO in restructuring ops to align with 5-year growth targets

Email: [alex.morgan@gridpath.co.uk](mailto:alex.morgan@gridpath.co.uk)  
Phone: +44 7700 214 568

### London

Estimated:  
£115k-130k

### Operational Leadership



### BIGGEST LIMITATION

Limited evidence of cross-border or international operations leadership.

# Shortlist



74%  
Match

Chance of Interest

80%

Fit to the Brief

68%

## Laura Robinson

Director of Field Operations, **Enerbyte**

Laura brings gritty, ground-up operational leadership, having built and managed regional delivery teams across the UK. She led Enerbyte's expansion into EV infrastructure and is known for calm execution, field team fluency, and high trust with engineering and ops alike.

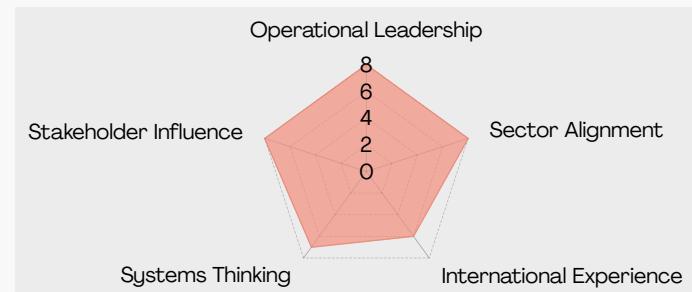
- Managed EV infrastructure rollout across 4 UK regions with 98% uptime
- Reduced site installation time by 30% via contractor retraining and new tooling
- Hired and managed 60+ ops staff nationally with 88% retention over 2 years
- Implemented field safety system that halved incident rates in 6 months
- Acted as key operations contact in partnership with major energy provider

Email: laura.robinson@enerbyte.com

Phone: +44 7700 165 782

**London**

Estimated:  
£125k-140k



### Biggest Limitation

Limited evidence of international or multi-market operational experience.



82%  
Match

Chance of Interest

85%

Fit to the Brief

79%

## James Carter

VP of Operations, **Blueloop Infrastructure**

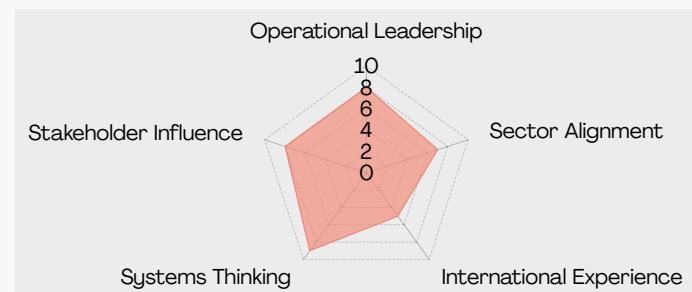
James has over two decades of experience scaling infrastructure and energy businesses. Known for his strategic depth and commercial acumen, he's led large teams and managed £100M+ P&Ls. Though slightly more corporate, he brings steady leadership and boardroom confidence.

- Led post-merger integration of two ops teams totalling 180+ people
- Oversaw £32M grid infrastructure upgrade, delivered on time and 6% under budget
- Drove reorg of Blueloop's regional operations, cutting overhead by 14%
- Built cross-functional delivery KPIs adopted company-wide
- Regularly represents ops function in investor and board presentations

Email: james.carter@blueloop.co.uk  
Phone: +44 7700 182 465

**London**

Estimated:  
£115k-130k



### Biggest Limitation

Limited evidence of start-up or scale-up environment adaptability

# Shortlist

Longlist 



74%  
Match

Chance of Interest

70%

Fit to the Brief

78%

## Angela Lewis

Head of Supply Chain, **Helixstream Tech**

Angela brings sharp supply chain and logistics experience with strong commercial instinct. She helped double Helixstream's physical footprint and introduced advanced tooling across procurement and warehousing. A rising operator, known for pragmatism and detail-first delivery.

- Scaled warehouse network from 3 to 7 sites in 18 months
- Introduced predictive inventory system that reduced stockouts by 42%
- Negotiated supplier deals that cut procurement costs by 12% YoY
- Built supply ops team from 12 to 35 across two regions
- Created board reporting dashboards used to secure Series B funding

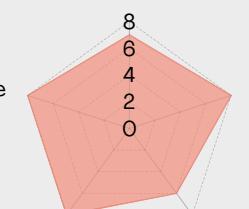
Operational Leadership

Stakeholder Influence

Sector Alignment

Systems Thinking

International Experience



Email:  
angela.lewis@helixstream.com  
Phone: +44 7700 165 782

### Biggest Limitation

Limited evidence of full P&L ownership or senior team leadership.

If you want a strategic operator with international depth and board polish:

If you want a delivery-first leader with strong founder alignment and rapid growth experience:

If you want a pragmatic, field-savvy leader to professionalise UK operations:



92%  
Match

Emma Hill



84%  
Match

Kevin Zhang



74%  
Match

Laura Robinson

# Next Steps

## Want More Detail?

We hope this report gives you a clear, comprehensive view of the talent landscape. If you'd like us to walk you through the findings in more detail, feel free to book a call with us, we're always happy to debrief and add colour where needed.

[Book a Call](#)  
[Calendly](#)

## Want to Tweak This Report?

If you'd like to adapt this report for any other purpose, whether for internal presentations, investor packs, board papers, to match your tone/branding or maybe you need it in another language, we're happy to help.

[Request Edits](#)

## Want Help with the Full Process?

If you're planning to manage the interviews and outreach yourself, brilliant. But if you'd like trusted support to run the full process, we can connect you to one of our vetted delivery partners.

[Full Process Support](#)

## Planning More Talent Maps?

If you consistently need support with market mapping, our packages are the most cost-effective option. You'll get discounted rates across every project, ideal for teams running multiple searches per quarter.

[Packages](#)

## Refer Someone - You Both Save £500

If you know someone else who'd benefit from a talent map, we'll give them £500 off their first project, and you'll get £500 off your next one too. Introduce us via email to secure your discounts.

[Make a Referral](#)

# A Note From the Founder

## We're entering a new era in executive hiring.

Top organisations now recognise that traditional black-box search, with its slow turnaround times, bloated fees, and limited transparency, often fails to uncover the full market. At the same time, AI-only sourcing tools are flooding the space. But they miss one critical ingredient: **intelligent human judgement**. We believe that AI should absolutely be used to enhance the process. It provides sharper insights, broader reach, and total visibility, but ultimately **humans hire humans**.

## That's why I built Longlisted.ai

It's **Human Instinct. AI insight**. Our models map the entire market, surfacing every relevant signal from across the internet, so you can act with confidence that you're seeing the full picture.

Part of our mission is also to reduce the huge administrative burden charities face in hiring. **Every paid project helps us subsidise this service for non-profits**, giving them better access to talent and freeing up more of their funding to continue doing great work.

We're a new business and that's why **your feedback really matters**. It helps us improve both our AI and our human process and gives us the testimonials (anonymised if needed) that prove what we're building works. If you found value in this project, I'd hugely appreciate you taking two minutes to share your thoughts.

## Thanks for being part of our journey.



**Ed Mortimer**  
Longlisted Founder



Connect with me

Give us  
Your Feedback



# Human Instinct. AI Insight. Longlisted.ai

All insights are based on publicly available information at the time of research. Demographic details (e.g. gender, ethnicity, age, location) are inferred unless explicitly stated and should be treated as directional, not definitive.

Salary estimates are based on public benchmarks, career stage, and location - they are indicative only.

Fit ratings are subjective assessments based on alignment with the brief.

Every candidate has been reviewed by a human researcher before inclusion.

We do not contact or engage candidates during the mapping process - all sourcing is passive.

This report is intended for internal use only and should not be shared externally without our written permission.

For GDPR compliance, privacy policy, terms & conditions, and data processing details, please visit [longlisted.ai](https://longlisted.ai)