



# Clean Tech – Digital Energy Solutions

The utilities sector is undergoing a significant transformation to meet rising energy demands, integrate renewable energy sources, and enhance grid resilience and reliability. Aging infrastructure and the need for efficient, reliable, and safe energy solutions have accelerated initiatives like ComEd's Energy Infrastructure Modernisation Act and California's Enhanced Grid Resilience Program. These programs have driven the deployment of smart grid technologies, renewable-to-grid integration, increased transmission capacity, and introduced advanced safety measures, creating substantial investment opportunities. In 2023 alone, the 50 largest U.S. investor-owned utilities requested \$62.8 billion for grid modernisation projects.

## RECENT PLACEMENTS

- **Senior Manager Electric Vehicles**  
DERMs SaaS company, New York
- **Chief Revenue Officer**  
SaaS AI grid analytics company, Texas
- **Sales Director**  
SaaS utilities wildfire company, California
- **Director of Market Development**  
SaaS grid energy efficiency company, Colorado
- **Director of Sales**  
SaaS DLR, grid monitoring company, North Carolina
- **Senior Account Executive**  
SaaS grid AI/ML company, Colorado
- **Regional Sales Manager**  
SaaS utilities asset management company, Texas

## OUR CLIENTS

The utilities sector has a growing need for specialised talent in both commercial and technical roles. This has created a competitive job market, as companies seek candidates with technical expertise, industry knowledge, strategic vision, and leadership capabilities to deliver innovative solutions.

Key areas include smart grid technologies, AI-driven optimisation tools, renewable integration platforms, and other modernised grid solutions, which are critical for enhancing grid resilience, improving operational efficiency, and ensuring regulation compliance.



## About Pangea

We place talent in the utilities market, focusing on leadership, mid-senior sales, technical, and strategy roles supporting the energy transition. With proven success in grid technology and grid modernisation solutions, we help organisations build high-performing teams that drive innovation and lead the future of utilities. Partnering with leading technology and software companies, we secure top talent for critical areas, including but not limited to:

**Smart grid solutions:** recruiting for positions in advanced distribution management systems (ADMS), outage management systems (OMS), and grid management platforms.

**Renewable integration:** specialising in distributed energy resource management systems (DERMS), hybrid energy systems, and microgrid control software.

**AI and machine learning applications:** senior roles in predictive analytics, fault detection platforms, energy demand forecasting, and AI-driven optimisation tools.

**Transmission and distribution technologies:** specialists in dynamic line rating (DLR), high-temperature low-sag (HTLS) conductors, and grid expansion projects.

**Weather and climate solutions:** analytics and climate resilience planning tools to enhance grid reliability.

**Energy efficiency platforms:** professionals skilled in voltage optimisation, load shedding tools, and SaaS-based energy efficiency solutions.

**Grid resilience and safety:** senior experts in advanced safety systems, fault-tolerant infrastructure, and resilience-enhancing technologies.

### Our network is your opportunity.

We find the very best talent in the market, whilst ensuring those looking find their next challenge. Pangea connect C-suite, commercial, front and middle office, technical, analytical and engineering teams and individuals with innovative organisations, who will shape the future of the energy market. We can support you with finding permanent and contract specialists. Our solutions include:

- **Retained and exclusive searches**
- **Embedded RPO projects**
- **Interim/Contract Services**

As a data driven business, we also provide industry insights using data to drive our search and inform your hiring plan. Global and local salary insights, competitor analysis and data collection inform all that we do, to find you the very best.

*"Working with Anum has been an incredibly positive experience. Her dedication to our project and their follow-up were exemplary, ensuring that every aspect of our collaboration was seamless. Anum demonstrated a profound understanding of the Utilities industry, which was evident in their approach to finding the right talent for our team."*

*Anum's efforts have significantly contributed to our growth, helping us secure new logos and expanding our market presence. She was instrumental in filling front-line sales and individual contributor roles, demonstrating her expertise in identifying top talent suited for our organization's needs."*

*Overall, Anum's professionalism, industry knowledge, and commitment to excellence, made her a valuable partner in our recruitment efforts. I would highly recommend Anum to any organization seeking exceptional talent acquisition services."*

### Senior Director of Global Business Development & Marketing, Saas Renewables

*"My overall experience with Anum was very professional and effective. In the early days, Anum stayed persistent without being overbearing. She listened and understood our needs, so as our relationship developed, I began to view Anum rather as a consultative advisor than as a sales vendor. Anum was and still is a pleasure to work with."*

*As a smaller company with limited sales department resources, I required a unique candidate who was seasoned with industry specific knowledge, but who could also adapt to a start-up style culture, where an individual is expected to wear many hats. This individual was a key hire and Anum did a great job identifying the right candidate at the right time."*

*Anum found an ideal candidate for our Senior Account Executive vacancy responsible for leading the sales effort of our enterprise software system to large IOUs."*

*My experience through the job screening process and hiring process was excellent. Anum did a great job of identifying a number of qualified candidates and coordinating interviews, so that I could make an informed decision on which candidates I wanted to extend an offer to. Anum was also instrumental during the negotiation phase of the final employment agreement. I highly recommend Anum to any organization that is looking to expand their recruiting efforts in this industry."*

### Group Vice President of Energy Storage & Optimisation, Smart Grid Saas Company



**Anum Ali**  
**Head of Digital Energy Solutions**

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## Contact the team to discuss your hiring needs:

*"We have had a highly positive experience working with Anum for one of our Director of Sales roles. She was prompt, thorough, and transparent throughout the process and we enjoyed working with her. The role we were seeking to fill was an experienced sales representative who had strong sales experience selling hardware/software solutions. Aside from the candidate we ultimately pursued, there were several strong candidates in the pipeline who met the role criteria. Anum was also quick with feedback throughout the interview cycle, which made the process run more smoothly and efficiently. We look forward to working with Anum on other roles in the future."*

 CEO at an AI and analytics software enterprise