

Bright Spots in Solar Energy

The green movement, tax incentives, and venture capital have buoyed the solar industry in recent years, making it one of the fastest-growing alternative energy sectors. One measure of the global growth pattern: During 2007, Solar Energy Industries Association member revenue grew by 116%, and the industry is projecting a 108% increase during 2008. “This fast growth creates a big demand for the kind of talent that can make solar a competitive, consumer-accepted energy source,” says Debra Germaine, a partner with CTPartners in Boston.

The bright spots? Executives who are skilled at developing and commercializing technology in a way that tightly controls costs. Like the semiconductor industry, solar power currently uses silicon, which is expensive and coveted. “Executives with a manufacturing track record of using silicon with minimal waste go to the top of the list,” says Ms. Germaine.

At the same time, solar energy presents unique distribution challenges. Unlike chips, solar panels will be sold directly to consumers through big-box retailers like Lowe’s and The Home Depot. Finance, marketing, and business development executives with solid connections to the home-improvement retail market and a deep understanding of the complexities of an energy company are in demand. Says Ms. Germaine, “Hiring the right people into this burgeoning industry will help make solar an accepted, everyday source of energy.”



Where the Insurers Are

London and New York have long reigned supreme as international insurance capitals. Yet global economic currents are prompting many insurers to reevaluate the location of company headquarters. The trend is particularly apparent among property/casualty firms and reinsurers.

Hot locales for insurers include Dublin, Singapore, Zurich, and Dubai, while Bermuda’s traditional appeal has grown to new levels. Most of the decisions hinge on local taxes and regulatory matters. Within the past three years, London-based insurers Hiscox, Amlin plc, Kiln plc, and The Omega Group each announced plans to relocate to Bermuda or establish major operations there, citing Bermuda’s lower taxes and less onerous regulatory hurdles. German-based reinsurer Hannover Re revealed that a move to Dublin was being considered for tax reasons. And American Life Insurance Company (ALICO), an AIG subsidiary, will locate its regional headquarters in Dubai to capitalize on its business-friendly regulatory standards.

Zurich’s attractions include stability, a deep talent pool, and a light regulatory environment outside the European Union, whereas Singapore is well-positioned to serve the burgeoning Asian marketplace.

Identifying the needed talent in these new regions can be a challenge, and utilizing expatriates is often an initial solution. Among insurers, reinsurance businesses are well-suited for these relocation moves as the human resources demands are relatively light in terms of numbers.

Hot Jobs

Which executive positions will experience the greatest demand this year? In its 13th annual Hot Jobs report, CTPartners presents the 30 hottest executive posts for 2008. With input from 2,000 senior executives, CTPartners assesses the marketplace and corporate priorities that drive demand for talent. Some highlights from the list:

Job Title	Business Area	Key Responsibilities
Chief Risk Officer	Financial Services	Monitor, manage, and mitigate exposure to risk
CEO, Tech Start-Up, Emerging Economy	Private Equity	Establish business in emerging market(s)
Director, Board Compensation Committee	Board of Directors	Balance shareholder interests with recruiting needs
Chief Revenue Officer	Media/Online	Generate revenue from Internet social networks
EVP, Software Engineering	Technology	Get new technologies to market quickly
Director, Private Banking	Wealth Management	Advise Boomers on the shift from asset accumulation to retirement spending
City CIO/CTO	Telecom	Build and integrate citywide Wi-Fi networks
Corporate VP, Environmental Affairs	Sustainability	Manage company’s cost-effective “greening”

To review the complete list and learn more about why these jobs are hot, please visit www.ctnet.com.