

Launching an Energy Options Desk

Market feedback reshaped a single leadership hire into a two-person energy options desk launch.

ENERGY OPTIONS | LONDON | RETAINED SEARCH

THE CLIENT OBJECTIVE

A London brokerage wanted to launch a cross-commodity energy options execution desk. Its initial brief was to identify a leader with the counterparty relationships and execution brokerage experience to establish the business. This was a commercial desk-building requirement: the client needed people whose existing market knowledge and relationships fitted the intended coverage.

THE SEARCH CHALLENGE

The relevant senior market was small. Potential candidates were established within competing brokerages or specialist options houses, and contractual commitments affected availability. The search needed to identify relevant individuals, test interest in a new desk and establish whether the original single-hire structure was the best route to the client's objective.

HOW WE APPROACHED IT

We mapped companies first and then the individuals operating within relevant desks. The target list was shared with the client so unsuitable targets could be removed before direct approaches began. We then used those conversations to test both candidate fit and the practical structure of the launch. This allowed the search to generate evidence about how the client should build the desk, alongside identifying the people to join it.

THE COMMERCIAL FIT

Market feedback supported launching with two complementary hires to broaden initial coverage. We recommended changing the brief, and the client agreed. The search evolved from finding one desk leader to securing two individuals who could launch the energy options business together.

THE OUTCOME

Both brokers joined and co-launched the energy options desk, giving the client broader initial coverage than the original single-hire brief envisaged. Both remained with the business as the desk developed. The relationship grew beyond the desk launch: Imperium completed six appointments in total for the firm, including its Operations Director and other senior financial roles. These hires helped build the commercial, operational and financial capability of the business ahead of its acquisition, which followed shortly afterwards. What began as a specialist desk-building brief became a wider contribution to the team supporting the firm through an important stage of its development.