

CASE STUDY

Client:

Hitachi Energy  **Hitachi Energy**

Sector:

Sustainable Energy Solutions



About company

Hitachi Energy is a global leader in electrification, committed to advancing a sustainable energy future through innovative, digitally-driven power grid technologies. With more than a century of experience in developing mission-critical solutions—including high-voltage systems, transformers, automation, and power electronics—the company addresses today's most pressing energy challenges, such as meeting rising electricity demand while decarbonizing the power sector.

With an extensive installed base spanning over 140 countries, Hitachi Energy fosters long-term partnerships across the utility, industry, transportation, data center, and infrastructure sectors. Headquartered in Switzerland, the organization employs personnel in 60 countries worldwide.



The challenge

With a global framework agreement with Hitachi Energy, we provide business support services and successful talent acquisition in the US, Europe (Italy, Spain, Germany, Switzerland, Sweden, Poland, the UK, and France), and APAC (India, Vietnam, Malaysia, Australia).

One of the main challenges has been scarcity of talent versus high market demand. Examples include:

- ✓ **Design Engineers (Transformers & HV Fuses):**
The talent pool is very limited due to HE/ABB's proprietary technology, which few professionals in the market are exposed to.
- ✓ **Field Service Engineers – Data Centres:**
Demand for this skillset is rapidly growing worldwide, making it a highly competitive role to fill.

“ *I am very thankful and have full respect to you and your company for having picked me up and put in contact with Hitachi Energy. There are several reasons for which I appreciated the professional performance of Sperton:*

- 1) First, you matched correctly the profile Hitachi Energy was looking for and mine. It often happened to me that Headhunters were not careful about this point.*
 - 2) In second place I appreciated the continuous and timely flow of information.*
 - 3) In third place I felt continuously supported and accompanied by you. In the past, I faced Headhunters that used to disappear after the first contact.*
 - 4) Last but not least the request of a feedback is a good sign of professionalism.*
- In conclusion, I am very happy to have met your company.*

**José Papagni, Electrical Project Lead Engineer,
Hitachi Energy, Italy**



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Roles secured

- ✓ Power Devices Engineering Manager
- ✓ Electrical Project Lead Engineer
- ✓ Supplier Quality Engineer
- ✓ Continuous Improvement Specialist
- ✓ Civil Construction Site Manager
- ✓ Renewable Energy Consultant
- ✓ Research and Development Engineer
- ✓ Service Sales Proposal Engineer
- ✓ Field Service Engineer
- ✓ Senior Mechanical Engineer
- ✓ Head Of Legal
- ✓ Global PMO

For the United States, we have actively recruited for various energy professionals, gaining substantial market knowledge and building strong candidate pipelines*:

- ✓ Energy Market Consultants
- ✓ Supplier Quality Engineer (E-Mobility)
- ✓ R&D Design Engineer – High Voltage Fuses
- ✓ Design Engineer – Transformer Manufacturing
- ✓ Power Component Design Engineer
- ✓ Real Estate Development Manager
- ✓ Field Service Engineers – High Voltage Equipment & Sub-Stations
- ✓ Field Service Engineer – Data Centres
- ✓ Project Engineers
- ✓ Service Sales Proposal Engineer

*Not every position listed was ultimately filled by our team.



Services provided

Sperton is proud to support Hitachi Energy in its recruitment needs, ensuring timely access to qualified resources.

Our effective communication and understanding of Hitachi Energy's main business units – Grid Automation, Grid Integration, High Voltage Products, and Transformers – enable us to provide top candidates ready for interviews, leading to successful hires worldwide.

Our team members actively establish and maintain strong relationships with Hitachi Energy's business partners at a regional level, including in the USA, Europe, India, and Vietnam.

The recruitment process begins with attending position briefings alongside hiring managers to gain a clear understanding of each role's specific requirements. Using the information gathered from these briefings, we regularly share relevant position insights to keep all stakeholders informed.

To ensure quality sourcing, we headhunt top-tier candidates and present their profiles to hiring managers, aligning candidate qualifications closely with the defined needs of each position.

Also, position market survey reports have been provided to client teams. These reports have served the following functions:

- ✓ **Talent concentration analysis:** helping them decide whether to focus sourcing within the U.S. or expand internationally (which widens the talent pool but introduces visa sponsorship and relocation considerations).
- ✓ **Compensation benchmarking:** sharing market salary insights for new or unique roles; one example was a newly created position where our insights proved valuable to the client.



“*Having worked in the same sector for 20 years but in another country, I was looking to transition my career to the US. Sperton not only found me the exact position I was looking for, but their recruiter Ryan also guided me through the interview process with exceptional training. His super friendly and positive attitude, combined with his confidence, made the entire experience seamless and enjoyable.*

Thanks to Sperton and their dedicated recruiter, Ryan, I am now back to doing what I love in a role that fits me perfectly. I highly recommend Sperton to anyone looking for a new opportunity.

**Juliana Chade, Renewable Energy Consultant,
Hitachi Energy, USA**