

# BUSINESS CASE

Building the future of  
renewable gas in Spain

---

talengo 



# Challenge

A leading company in renewable gas infrastructure, backed by a top-tier infrastructure investment fund, faced a major challenge: forming from scratch its construction, engineering, supply, and land acquisition teams.

With an ambitious plan to develop over 25 renewable gas plants across various regions in Spain, the company needed to recruit more than 20 professionals with highly technical and strategic profiles.

The biggest hurdle was the lack of talent with specific experience in renewable gases. The industry was still in a growth phase, with no mature market for specialized professionals. This forced the search to target related sectors—such as renewable energy, waste management, process engineering, and livestock farming—and translate those professionals' expertise into the context of renewable gases.

In addition, the decentralized nature of the project required talent acquisition across multiple regions, demanding an ultra-segmented approach aligned with the unique needs of each location. Thus, the challenge was not only technical but also logistical and strategic.





# Solution

To tackle this challenge, Talengo assembled a team of talent identification experts with a precise sectoral focus.

The recruitment strategy was designed to be agile, effective, and highly personalized. It focused on deep market mapping, analysis of key competencies, and evaluation of cultural fit with company vision.

1

## Engineering & construction

Professionals were sourced from industries with transferable technical skills, such as industrial plant management, waste treatment, and energy generation.

2

## Land Managers

Talent was identified within the renewable energy sector, familiar with land scouting and negotiation across Spain. Given that this profile is scarce and in high demand, the dual challenge was to attract them and ensure alignment with the project.

3

## Feedstock & supplies

Candidates from the livestock sector—experienced in handling slurry and organic animal waste—were recruited despite lacking direct experience in renewable gases. A didactic and consultative approach was essential to convey the relevance of their role in this emerging industry.



# Results & impact

- **98% hiring success rate**, with only one replacement.
- **20 professionals recruited** in under 12 months, all aligned with the company's strategic goals.
- **100% retention rate** after one year, with above-average performance in their respective areas.

In a market where multiple funds were building similar platforms, Talengo successfully attracted and secured the best available talent, ensuring the creation of a robust team committed to transforming the renewable gas sector.



*Thanks to Talengo's strategic approach, we were able to consolidate a high-performance team in a sector with a scarcity of specialized talent. We not only found the right professionals but also achieved successful and lasting integration into the project.*



# Key success factors

- **Segmented search methodology**, tailored to a growing sector with limited talent.
- **Ability to identify profiles with transferable skills**, and extrapolate their expertise to a new industrial context.
- **Consultative and educational strategy**, to attract talent from sectors unrelated to renewable gases.
- **Specialized research team**, capable of mapping the market with precision and depth

# talengo

*If your company is facing the challenge of building teams in emerging or talent-scarce sectors, Talengo know how to make it happen. Get in touch with us.*

## **MADRID**

Pº de la Castellana 42 - 1ª Planta  
28046 Madrid  
+34 91 575 12 00  
madrid@talengo.com

## **BARCELONA**

Av. Diagonal, 611  
08028 Barcelona  
+34 93 302 26 28  
barcelona@talengo.com

