Ropella360

Client Success Story

The challenge. The solution. The connection made.

Commonwealth Fusion Systems

Chief Engineer - Plant Design and Engineering

Client

Commonwealth Fusion Systems

Company Overview

- Founded 2018
- 500+ Employees
- Niche: Energy Technology
- Headquartered in Devens, Massachusetts
- Over $3 billion in total funding raised

Commonwealth Fusion Systems (CFS) is a groundbreaking clean-energy company on a mission to revolutionize how the world is powered. Spun out of MIT, CFS is harnessing cutting-edge high-temperature superconducting magnet technology to build compact fusion systems capable of delivering limitless, carbon-free electricity. With its first-of-its-kind ARC fusion power plant underway, CFS is rapidly transforming fusion from a scientific ambition into a world-changing reality.

Commonwealth Fusion Systems

The **Challenge**

Commonwealth Fusion Systems (CFS), a rapidly scaling fusion-energy innovator backed by more than $1.8B in funding, is preparing to design and construct the world's first commercial ARC fusion power plant. This milestone requires a level of engineering integration, systems oversight, and plant-design leadership never before undertaken in the emerging fusion industry.

To achieve this vision, CFS needed a Chief Engineer capable of managing highly engineered, multi-discipline systems across an extraordinarily complex, fast-track program. The ideal leader would bring deep experience in plant-system design, including physical layout, P&IDs, process-system basis of design, engineering documentation for construction, and a strong understanding of electrical and control systems.

Beyond technical excellence, the role demanded a seasoned leader adept at managing technical conflicts, guiding diverse engineering teams, maintaining aggressive timelines and budgets, and ensuring all balance-of-plant systems functioned cohesively. Because this position would report directly to the CEO and hold significant informal authority across the organization, the cultural and interpersonal fit was just as critical as the technical capabilities.

The **Solution**

SMART SM
Search System
Recruit smarter. Not harder.

Ropella partnered with CFS using its proven SMART Search System®, fully aligning with the leadership team to understand the strategic objectives behind the ARC fusion power plant initiative and the unique profile required to lead such a historic engineering program.

We engaged a national pool of high-impact engineering executives while avoiding restricted companies and sensitive peer organizations identified by the client. Through structured assessments, leadership evaluations, and cultural fit analysis, Ropella rapidly narrowed the field to the strongest finalists capable of owning the technical integration of the world's first commercial fusion plant.

Results **Delivered**

Ropella delivered a highly qualified slate of engineering leaders with the depth of technical and organizational expertise required to guide the world's first commercial fusion power plant. **Notably, the candidate ultimately placed with Commonwealth Fusion Systems was presented in the *very first* slate of candidates submitted**, demonstrating the precision of Ropella's research, assessment, and alignment with CFS's needs.

Through rigorous evaluation, structured leadership assessments, and targeted outreach, Ropella identified finalists capable of integrating all balance-of-plant systems, partnering directly with the CEO, and driving the design and execution of this landmark ARC fusion facility.

The selected Chief Engineer is now positioned to:

- **Ensure cohesive engineering alignment across all plant systems**
- **Lead the development and execution of design bases across multiple disciplines**
- **Support the CEO with top-level technical oversight and systems integration**
- **Contribute directly to one of the most significant clean-energy milestones in modern history**

By delivering a top-tier hire from the first slate and aligning closely with CFS's strategic mission, Ropella accelerated the search process and secured the ideal technical leader on a timeline that supports the company's ambitious development goals.

Deliverables

Page

Opportunity Marketing Piece 05

Custom-created for Commonwealth Fusion Systems, the Opportunity Marketing Piece attracted passive (employed and not looking) candidates from a select group of highly targeted companies. The Opportunity Marketing Piece enabled Ropella's Executive Search Consultants to present a world-class overview of Commonwealth Fusion Systems.

Skill Survey 20

This custom-created Skill Survey equipped Ropella's Executive Search Consultants to effectively gather information from a large pool of candidates. This step was critical to identify and select the most qualified A-players for final submission.

Scorecard 21

Ropella thoughtfully scored all candidates during the screening and interview process, using a custom-created Scorecard. These scores determined each candidate's skills and experience, cultural dynamic, management style, compensation, relocation fit, and other attributes.

Compensation Comparison Calculator 23

Ropella's proprietary Compensation Comparison Calculator compiles a variety of complex compensation factors into a concise Offer Strategy Summary, thereby ensuring that clients don't lose the perfect candidate to ineffective "negotiations" and/or a current employer counteroffer or other "competing" offers.

Commonwealth Fusion Systems

OPPORTUNITY MARKETING PIECE

Chief Engineer

Location: New England Area

You bring the engineering expertise — we'll ignite the fusion.

Ropella360

A catalyst for connection

Robbie Ropella, CEO
850.983.4883 | robbie@ropella.com

ABOUT COMMONWEALTH FUSION SYSTEMS

The world's largest and leading commercial fusion energy company

CFS.ENERGY

Commonwealth Fusion Systems (CFS) is dedicated to delivering clean fusion energy to the planet with urgency, addressing humanity's most pressing challenges. The growing gap between global energy needs and available resources underscores the critical role of fusion in transitioning away from fossil fuels, marking a transformative chapter in the world's energy supply.

CFS is committed to developing fusion power plants and fostering a robust fusion energy industry, building on its track record of innovation. Our achievements include the creation in 2021 of the world's strongest high-temperature superconducting magnet, a groundbreaking technology that enables our commercial fusion energy approach."

With over $2 billion in capital raised—more than any other fusion energy company—CFS has also attracted top talent to design, construct, and deliver commercial fusion power plants. Additionally, the company collaborates with policymakers and suppliers to ensure fusion energy is accessible on a global scale.

As CFS advances toward a fusion-powered future, it remains focused on setting and achieving milestones, validating progress, and inspiring others to join in the mission to revolutionize energy.

Learn about CFS's commitment to delivering fusion power

Learn about CFS's commitment to delivering fusion power

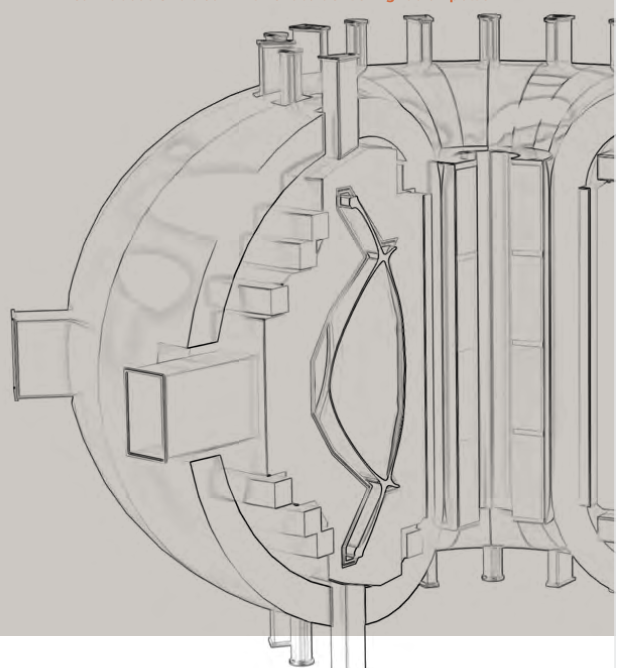
MISSION

CFS's mission is to deliver the urgent transition to fusion energy.

CFS is working to put fusion energy on the grid soon enough to matter for humanity's biggest challenges.

It's a big transition. Fusion is a critical part of the global shift away from fossil fuels. CFS is beginning this new chapter for the world's energy supply by helping to build a full-fledged fusion energy industry.

CFS will deliver fusion power plants the same way it's passed earlier milestones on its road map. That includes the 2021 test of the TFMC — the world's strongest high-temperature-superconducting fusion magnet — and the 2024 test of the CSMC, which proved the worth of the second of the company's two foundational magnet designs.



OPEN INNOVATION AT CFS

Fusion power will integrate a wide range of technologies, including cryogenics, artificial intelligence, neutron detectors, and high-voltage transistors. It will also bring together diverse people and organizations from varied backgrounds and locations, spanning U.S. National Labs with billion-dollar budgets, international research institutions, and small startups with just a few team members.

Commonwealth Fusion Systems believes that the fastest path to commercial fusion lies in leveraging the best technologies, talent, and institutions, wherever they may be. To support this vision, CFS has established a dedicated Open Innovation team, emphasizing its commitment to being an open and collaborative partner. This team actively identifies, recruits, and engages global partners and capabilities to help shape the future of fusion energy.

PARTNERSHIPS BRING RESULTS

CFS has established dozens of public and private research partnerships, supported by both private and public funding won from research agencies in open competition. These programs have built hardware, launched careers, and solved problems on the way to the first commercial fusion electrons. CFS routinely publishes work they complete with their partners in peer-reviewed journals, including:

- A collection of papers outlining the physics basis for the SPARC tokamak, demonstrating that its design is expected to reach energy break-even if appropriate high-field magnets can be built.
- A demonstration of a high-field magnet enabling SPARC
- A new cable technology capable of withstanding the extreme conditions of a fusion device.
- An approach to monitoring cable operational safety using fiber optics.

PARTNERSHIP OPPORTUNITIES

CFS continues to develop its partner network and relationships, with technical focus falling into three broad categories:

01. **SPARC** – Because SPARC will produce a burning plasma and reach plasma energy gain by mid-decade, it is an attractive platform for public science and an emerging new destination for scientists and research programs. Opportunities range from plasma physics to operations and diagnostics.
02. **ARC** – ARC will be CFS's first commercial power plant, building on the experience gained through SPARC and adding power extraction systems built around a molten salt loop. It will leverage novel materials and manufacturing, blanket and fuel cycle development, and remote maintenance technologies.
03. **Other applications** – CFS's unique magnet technology and manufacturing capability is enabling technology programs beyond the tokamak and outside of fusion altogether.

THE TECHNOLOGY AT CFS

DESIGNING AND BUILDING FUSION ENERGY SYSTEMS TO POWER THE WORLD

IN PROGRESS

SPARC: PROVING COMMERCIAL FUSION ENERGY IS POSSIBLE

SPARC is paving the way for the urgent transition to clean, safe, zero-carbon fusion energy. In 2027, it'll become the world's first commercially relevant fusion energy machine to produce more energy from fusion than it needs to power the process — a threshold called net energy generation or Q>1. That history-making moment will be to fusion energy what the Wright brothers' Kitty Hawk flight was to aviation: the breakthrough that'll make a life-changing industry possible.

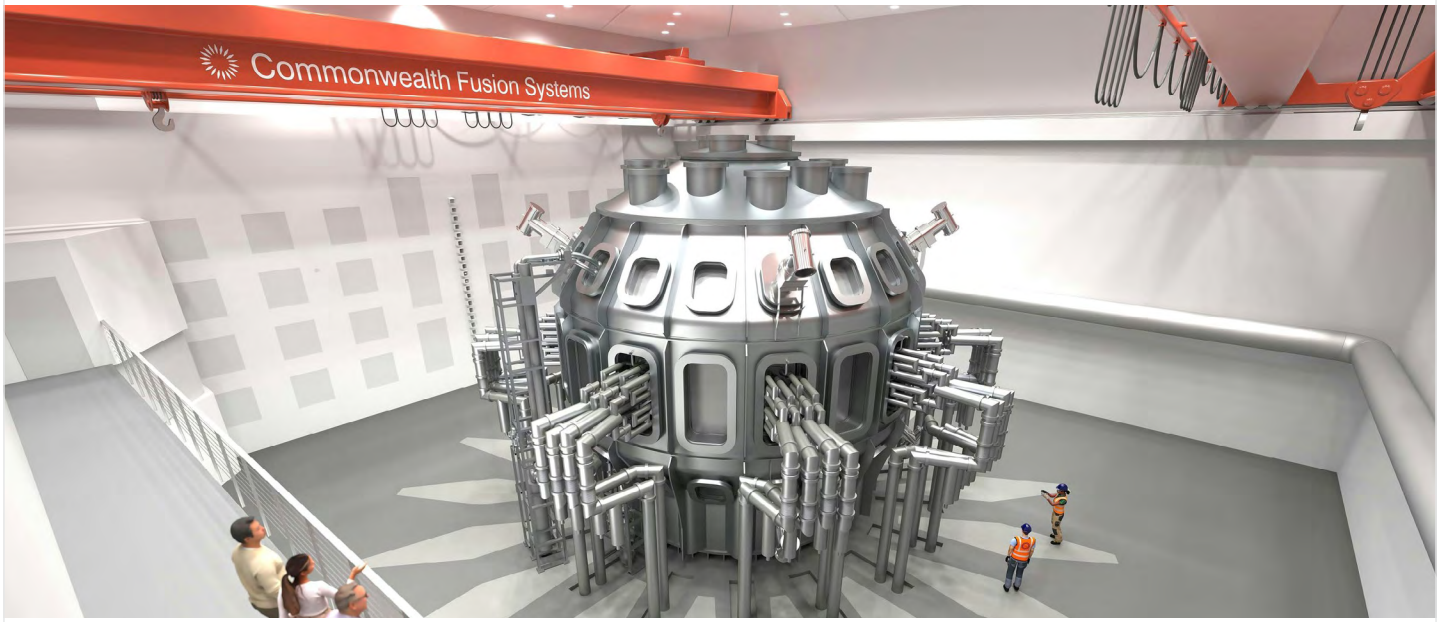
We're building SPARC at our 60-acre campus in Devens, Massachusetts, where a team of physicists, welders, technicians, computer scientists, and more are working together to make it happen.

SPARC is a type of device called a tokamak — a donut-shaped machine that's the most viable, scientifically proven way to recreate the sun's power source on Earth. SPARC uses powerful magnetic fields to create and insulate a highly energetic cloud of particles called a plasma until it's hot enough for the particles to fuse. Crucially, SPARC uses high-temperature superconductors (HTS) to enable stronger magnetic fields, making the design more compact and economical. We're building the HTS magnets at our factory alongside other essential SPARC components.

As well as demonstrating net fusion energy, SPARC's mission is to refine the core technology that'll be used in its successor, ARC, that'll put power on the grid.

SPARC's design combines decades of knowledge of plasma physics from dozens of tokamaks around the world with cutting-edge simulation tools and data analysis. Peer-reviewed papers published in the Journal of Plasma Physics detail the physics calculations that predict SPARC will achieve net energy — and meet its initial goal of Q>1 with a considerable margin.

As we work towards this milestone, we'll continue to validate our work through strategic alliances with universities, research centers, and national labs around the world.



NEXT

ARC: PUTTING FUSION ENERGY ON THE GRID

RC, the world's first grid-scale fusion power plant, will mark the start of the fusion age.

Commonwealth Fusion Systems is on a mission to deliver the urgent transition to fusion energy, the power source of the sun and other stars, and ARC is how we'll do it. When the first ARC plant arrives in the early 2030s, it'll provide the electrical grid with about 400 megawatts of clean, zero-carbon, power — a firm source customers can count on having when they need it. Then we'll build thousands more. It's a pathway for abundant, clean energy that can meet the rising demand for electricity and expand global energy access.

ARC is designed to be commercial, incorporating market feedback so it'll slot seamlessly into the power grid. It checks all the boxes for the electricity generation market: a firm supply of clean, safe, and affordable energy that works for dispatchable or baseload demand, all from a facility that can be built just about anywhere. And we're talking to customers now who want to sign up for its power.

ARC will be flexible and familiar. To the grid, it'll look just like the 2,000 natural gas plants already built in the US — except that ARC won't release any carbon dioxide or other greenhouse gases. Operators will be able to ramp ARC's power output up and down faster than possible with most fossil plants, making it easy to integrate with renewable resources and adapt to grid or market changes. More likely, ARC will supply steady baseload power that's increasingly needed to support new critical infrastructure and replace fossil fuel plants.

ARC will be compact, making site planning simple. Fusion fuel's energy density is 14 million times greater than coal and 4 times greater than fission. That's one reason each ARC will be about the size of a big-box store with about the same site needs. And it uses far less land than solar or wind energy. This makes it easier to build near areas with heavy power demand, with significantly less development of transmission systems.

ARC will be safe. Unlike nuclear fission plants, fusion energy has no chance of runaway chain reactions or meltdowns, and there's no long-lived or high-level nuclear waste. US regulations treat fusion power plants similarly to how they treat particle accelerators, not nuclear fission plants — an approach that recognizes fusion's inherent safety and supports its rapid scaling.

ARC power will be affordable. ARC power will be the lowest cost source of clean, firm power that can be deployed anywhere. As its technology matures and component costs drop, ARC power will become even more competitive in the way that solar and wind power have.

ARC fuel will be abundant, ubiquitous, and cheap. The fusion process heats two forms of hydrogen, deuterium and tritium, into a highly energetic plasma — a cloud of particles that fuse and release energy. A liquid "blanket" captures that energy as heat, then transfers it to water that turns a steam turbine to generate power. Deuterium is available nearly everywhere and can be filtered from seawater, while ARC blankets will naturally produce tritium. And because only small amounts are needed, 30 years of ARC fuel can be delivered by a single truck when a new plant opens, with no price change risks down the line and no linkages to globally fraught supply chains. With fusion fuel costs forecast to become effectively negligible, volatile power prices driven by fluctuations in natural gas prices will be a thing of the past.

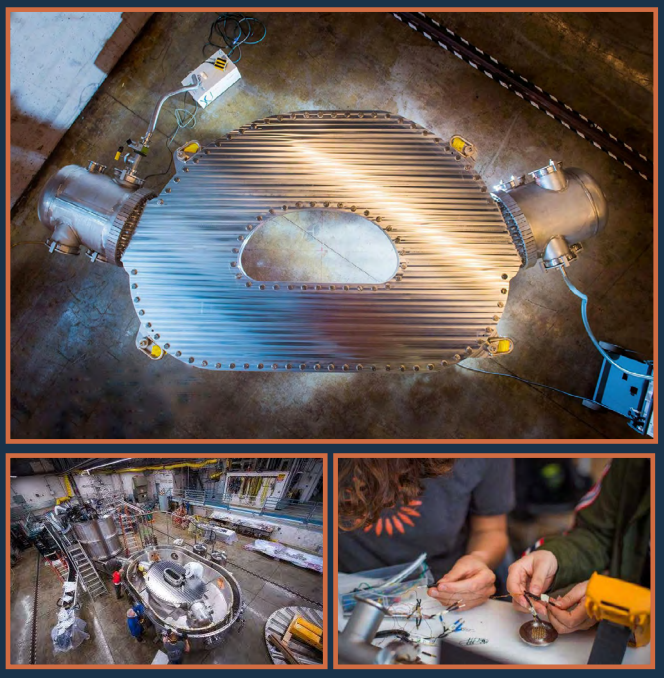
ARC is more than a power plant. It's the foundation for a future of clean, scalable energy that meets global demand while reducing humanity's carbon footprint. Early customers will have an edge in the energy transition, while owners, investors and developers will benefit as ARCs grow from early deployment to dominating the firm power industry.

CFS will independently finance, build, own, and operate the first ARC power plant in Chesterfield County, near Richmond, Virginia — an area with a growing population, economy, and demand for energy. We expect this ARC project will create hundreds of jobs to build and operate the power plant.

DONE

HTS MAGNETS: ENABLING TECHNOLOGY

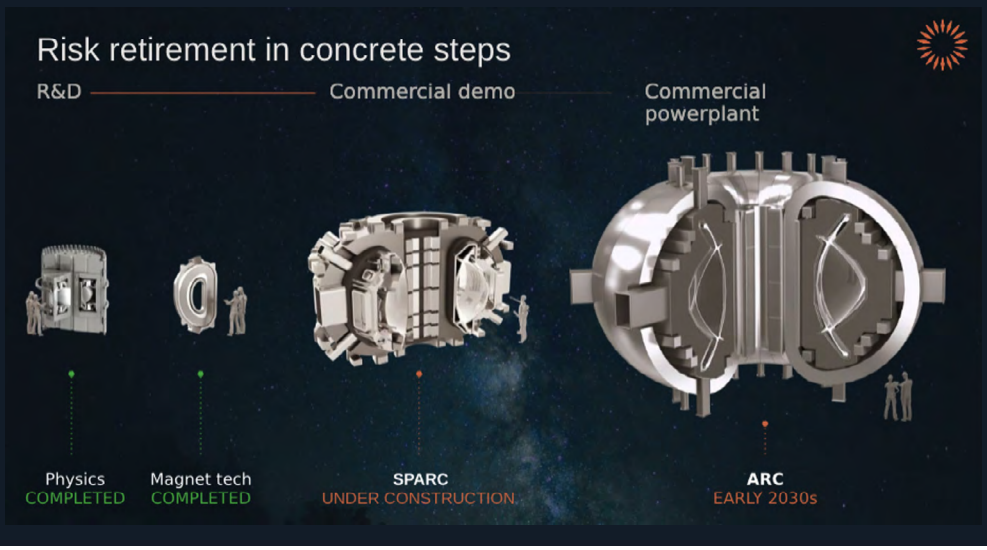
A new high temperature superconductor (HTS) recently reached industrial maturity: Rare Earth Barium Copper Oxide (REBCO). CFS is using HTS to manufacture the strongest fusion magnets of their kind that will enable our commercially-relevant fusion energy machine, SPARC. CFS will next scale magnet production and deliver its first fusion power plant in the next decade.



DONE

ALCATOR C-MOD: PLASMA PHYSICS BASIS

Alcator C-Mod is a compact, high-magnetic field tokamak at MIT that has provided much of the research basis for SPARC. As a result of DOE funded research on Alcator C-Mod the team developed the science that retired key risk in the path toward commercial fusion. The compact configuration enabled our team to rapidly incorporate innovations and provide time sensitive answers to questions surrounding fusion science and technology. In 2016, C-Mod broke its own record for plasma pressure in a magnetically confined device, an important measurement for fusion.



Commonwealth Fusion Systems

RELEVANT NEWS AND LINKS

February 14, 2025

HOW CFS IS BUILDING A FUSION FACTORY, NOT JUST A SINGLE FUSION MACHINE

Read about it here

Introducing Commonwealth Fusion Systems

Commonwealth Fusion Systems Blog

Humanity's Power Move

Virtual tour of CFS

Commonwealth Fusion Systems Raises $1.8 Billion in Funding to Commercialize Fusion Energy

CFS Magnet Success Propels Fusion Energy Toward the Grid

The Quest to Build a Star on Earth
The New York Times

Fusion gets closer with successful test of new kind of magnet at MIT start-up backed by Bill Gates
CNBC

Status of the SPARC Physics Basis
Journal of Plasma Physics

America's Best Startup Employers
Forbes 2024

THE CULTURE AT CFS

CFS is building a mission-driven team of top talent from around the world committed to delivering clean, limitless fusion energy to the world. A career at CFS is more than a job, it's a mission to develop a fundamentally new source of clean energy to meet humanity's rising demand for electricity and to combat climate change. CFS team members thrive in a fast-paced, dynamic environment and have demonstrated exceptional results through a range of different pursuits. We all align with our company values of integrity, execution, impact, and self-critique.

CFS CULTURE

CFS's goal is to inspire people to do their best work. They trust their team members to do what they think is best for CFS — empowering them with the support, autonomy, and resources they need to succeed. They communicate norms that can provide guidance for decision-making, but employees are also encouraged to break norms if the situation merits it.

FUSION INCLUSION INITIATIVE

CFS leadership is committed to proactively building a diverse company where a range of perspectives are valued and make us stronger and more successful. In addition to leadership, team members across CFS have led initiatives to increase diversity and offer opportunities for growth, learning, and understanding. The fusion inclusion group provides resources and leads company-wide events and activities aimed at improving diversity, equity, and inclusion.

HIRING TEAM

BOB MUMGAARD
Co-founder and CEO

As the CEO of Commonwealth Fusion Systems (CFS) Bob Mumgaard is responsible for the strategic vision and direction of the company, paving the way for a future of clean unlimited fusion energy. Since co-founding CFS with a mission to commercialize the high-field approach to fusion,

Mumgaard performed his PhD work at MIT and during that time he contributed to the design of several small superconducting tokamaks for a variety of physics missions using high temperature superconductors (HTS). Prior to co-founding CFS, as an MIT fellow Mumgaard focused on how entrepreneurship, risk-retirement strategies, and partnerships could increase the speed of fusion from laboratory to market. He organized and led a team identifying strategies to utilize private finance and traditional academic resources to speed the path to fusion energy resulting in a collaboration model with MIT.

Mumgaard holds a PhD in Applied Plasma Physics and a MS in Nuclear Engineering from MIT, and a BS in Mechanical Engineering and BS in Engineering Physics from the University of Nebraska.

GARY STARK
Head of Construction and Support Infrastructure

Gary Stark is a seasoned engineering leader with over 27 years of experience, including 18+ years directing successful projects across the pharmaceutical, biopharmaceutical, power, and chemical industries. He excels in translating complex ideas and objectives into actionable plans and tangible solutions, consistently delivering results through effective team management and strategic oversight.

A New Jersey Licensed Professional Engineer (PE) with a Bachelor of Science in Mechanical Engineering (BSME) and an MBA, Gary has managed all aspects of the project lifecycle, from proposals and conceptual planning to budgeting, capital approvals, engineering management, procurement, and support for construction, commissioning, and validation. His experience includes leading engineering project teams of up to 90 professionals and executing multimillion-dollar projects.

In his role as a corporate-level engineer, Gary has supported multiple plant sites and projects within the fossil and nuclear electric utility sectors, where he successfully planned and implemented major maintenance initiatives and capital upgrades. Known for his technical expertise and leadership skills, Gary is a results-driven professional dedicated to achieving operational excellence and fostering innovation.

ALEX CREELY
Director of Tokamak Operations and Chief Engineer of ARC Conceptual Design

Alex Creely is a scientist and engineer dedicated to advancing clean energy solutions. He serves as the Director of Tokamak Operations at Commonwealth Fusion Systems (CFS), a Massachusetts-based company pioneering clean fusion energy. Since joining CFS in 2019 as the company's 13th employee, Alex has been a key contributor to its mission of developing transformative energy technologies.

With experience working on fusion projects worldwide, Alex brings a global perspective and unwavering optimism to the pursuit of a future powered by clean energy. His leadership and passion drive progress toward making fusion a viable and sustainable energy source for the world.

VALERIA RICCARDO

Chief Engineer

Valeria Riccardo is a versatile engineering leader with over two decades of experience in designing, analyzing, delivering, and operating magnetic confinement fusion devices. She excels in leading and mentoring engineering teams to tackle complex technical challenges while driving continuous improvement initiatives.

As SPARC Chief Engineer at Commonwealth Fusion Systems, Valeria oversees technical design, resolves project lifecycle challenges, and ensures compliance with engineering standards. She provides strategic guidance, mentors teams, and coordinates cross-functional efforts to optimize performance and longevity in SPARC operations. Additionally, she plays a key role in budget planning, workforce development, and shaping organizational growth.

CHRISTOPHER GOOSSEN

Senior Director, Mech. Engineering

Christopher Goosen is a seasoned mechanical engineering leader with over 18 years of experience in the energy and advanced technology sectors. Since July 2024, he has served as Senior Director, Mechanical Engineering at Commonwealth Fusion Systems (CFS), driving innovation in fusion energy to revolutionize clean energy solutions.

Before joining CFS, Christopher built an impressive career at Westinghouse Electric Company, where he played a key role in advancing nuclear reactor technologies, leading engineering teams, and managing complex projects across global markets.

Christopher's expertise in mechanical engineering and his leadership in cutting-edge energy solutions underscore his commitment to driving sustainable energy innovation.

JEN CROWLEY

Talent Acquisition

Jen Crowley is a seasoned talent acquisition leader with over a decade of experience in the high-tech industry. Currently at Commonwealth Fusion Systems, she specializes in attracting, engaging, and retaining top-tier talent. Jen also serves as Head of Solutions at Solutions by Sunday, LLC, where she focuses on data-driven decision-making in talent strategy. She holds a Master's in Industrial Labor Relations from Indiana University of Pennsylvania and a Bachelor's in Psychology from PennWest Clarion.

CHIEF ENGINEER

PLANT DESIGN AND ENGINEERING

Commonwealth Fusion Systems

The Chief Engineer has the responsibility for providing technical expertise and leadership in the planning, engineering, design, implementation, and support of highly engineered systems that will enable the functioning of a fusion power plant. Essential to the role will be the ability to examine the interactions of these various systems to ensure the integrated functioning performs as expected as well as proper functioning at the interface points between these systems. The successful Candidate will be responsible for providing technical support to the engineering and delivery teams, assist in defining functional requirements as well as participate in the review of designs, leading of technical tradeoff studies, determining applicable codes and standards, and defining of system architectures.

The successful Candidate must have strong technical knowledge and skills of process piping, process equipment, process design, and associated support systems of a thermal power plant of significant size. They do not need prior fusion experience as this will be taught on the job. The Candidate must have a demonstrated ability to review and comment on designs and provide clear technical feedback. The position requires an excellent working knowledge of the project delivery process including planning, design, manufacturing, construction and commissioning, and qualification. This position will work with in-house Engineering teams, R&D, Project/Construction Managers, partner firms, contractors, vendors, to design, deliver, and start up new facilities and systems.

You bring the engineering expertise — we'll ignite the fusion.

WHAT YOU'LL DO

- Function as the Design Authority for SPARC and ARC Balance of Plant (BOP) systems, components, and structures supporting the fusion machine
- Oversee design, development, implementation, and analysis of technical products and systems. Responsible for establishing the design requirements and ensuring that design output documentation appropriately and accurately reflect the design basis
- Support the implementation of design at the job site, identifying, and communicating issues and facilitating their resolution. The candidate must also be capable of determining requirements and approaches for testing at both system and equipment levels
- Provide consultation and guidance through the design phases of a project including Design Basis development, concept, preliminary and detailed engineering and design, as well as development of detailed specifications for highly engineered equipment
- Provide high-level technical guidance and support to resolve complex design issues, ensuring continuous progress on design aspects of projects
- Understand the delivery trade-offs in terms of schedule, budget, manufacturability of different technical paths and align these with business objectives
- Mentor and provide technical guidance to less experienced staff, fostering a culture of learning and expertise development
- Work in a collaborative team environment with the opportunity for frequent interaction with team members
- Develop analytical processes/tools to improve effectiveness, quality, and efficiency of the engineering development effort
- Investigate emerging technologies to develop future product designs to meet projected requirements
- Prepare technical presentations and briefing them to customers, partners, and technical leadership teams

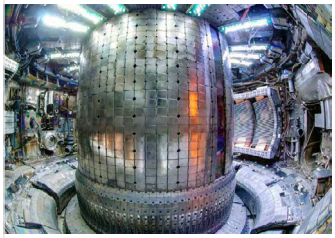
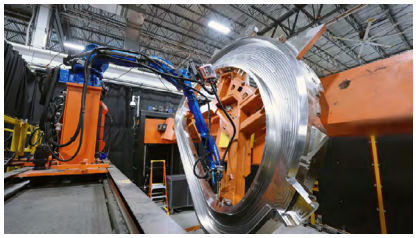
WHAT CFS IS LOOKING FOR:

- Degreed Engineer and a minimum of 20 years' experience in the engineering, design and installation of highly engineered mechanical, process, and electrical systems and equipment
- Experience is the design of complex process systems for the pharmaceutical, chemical, power or petroleum industries
- Experience managing process engineering teams
- Strong technical knowledge and skills in the process systems in a thermal power plant
- Effective meeting management skills
- Strong written and verbal communication skills
- Strong attention to detail and willingness to dig into details
- Ability to work independently with little day–to–day direction
- Leadership of technical teams delivering highly complex designs

MUST-HAVE REQUIREMENTS:

- Work in a facility that contains industrial hazards including heat, cold, noise, fumes, strong magnets, lead (Pb), high voltage, high current, pressure systems, and cryogenics
- Perform activities such as typing, standing, or sitting for extended periods of time
- Willingness to travel or work required nights/ weekends/on-call occasionally



ABOUT THE New England AREA

The New England area offers an exceptional quality of life, blending rich history, scenic beauty, and a thriving innovation hub. It's an ideal place to live, whether you're drawn to bustling urban centers, charming small towns, or the great outdoors. The region's unique combination of cultural richness, economic opportunity, and natural splendor make it a standout choice for individuals and families alike.

One of the most exciting developments in New England is its reputation as a hub for groundbreaking innovation. For example, Commonwealth Fusion Systems (CFS), a leader in the pursuit of clean energy through nuclear fusion, is headquartered in Devens, Massachusetts. Devens is a strategically located community offering easy access to major cities like Boston, Worcester, and Nashua, placing residents within reach of vibrant urban amenities while maintaining a quieter, suburban lifestyle.

Living near Devens means you can enjoy the perks of Boston, just 35 miles away. As New England's largest city, Boston is renowned for its world-class universities, historic landmarks, diverse neighborhoods, and vibrant arts scene. From catching a Red Sox game at Fenway Park to exploring the Freedom Trail, Boston offers something for everyone. Worcester, just 20 miles from Devens, is another dynamic city with a growing economy, thriving arts and dining scene, and a strong emphasis on healthcare and higher education. Nashua, NH, about 30 miles away, adds to the appeal with tax-free shopping and a mix of suburban and urban amenities.

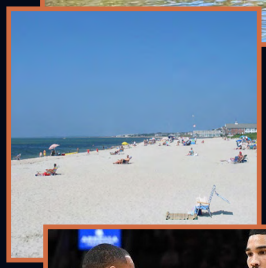
Beyond its cities, New England boasts stunning natural landscapes. Residents enjoy the proximity to mountains, forests, and the Atlantic coastline, offering year-round outdoor activities like hiking, skiing, and sailing. In autumn, the region transforms into a breathtaking canvas of colorful foliage, drawing visitors from across the world.

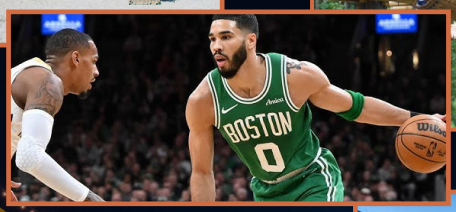
The region's rich history and educational opportunities are unparalleled. Home to Ivy League universities such as Harvard and Yale and premier research institutions like MIT, New England is a global leader in education and innovation.

New England's charm lies in its balance—proximity to cutting-edge industries, such as those led by companies like Commonwealth Fusion Systems, paired with an unmatched quality of life. Whether you're seeking career advancement, cultural enrichment, or outdoor adventure, New England is a place where you can truly thrive.

BEAUTIFUL

Massachusetts





AREA LINKS

Visit MA

Things to Do in MA

Devens Community

Things to Do in Devens

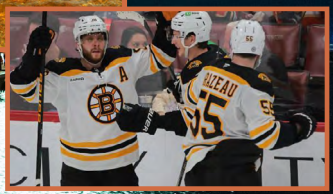
The Best Things to Do in Worcester

Meet Boston

Discover Central MA

Visit New England

Discover New England



Skill Survey

Ropella360
A catalyst for connection

Commonwealth Fusion Systems

Position Chief Engineer

Name

Date

1. Please describe the largest engineering project you've been a part of. Include details such as the size, budget, and duration of the project. Describe the phases and scope of the project above that you were directly responsible.

2. How much of your work career experience involves the detailed design process leading to the production of design deliverables suitable for construction. Describe the phases and scope of the project above that you were directly responsible.

3. Please highlight all experience related to physical plant layout.

4. What type of systems, products, or processes have you designed or overseen? Share an example of a particularly complex product or system and how you managed its development or implementation.

5. Have you worked in a startup or similarly fast-paced environment? If so, how did you adapt to the rapid changes and evolving priorities?

6. Describe your ability to work hands on within a project. How involved are you in calculations? Can you stamp drawings if needed?

7. What has been the scope of your team management experience in both a direct and indirect reporting structure? Include details about the size, functions (e.g., engineering, operations), and how you ensured collaboration and productivity across multifunctional teams.

8. Please describe a time when you encountered a problem in a process design. How did you resolve it?

9. Are you eligible to work in the US?

Scorecard

Ropella360
A catalyst for connection

Commonwealth Fusion Systems

Candidate's Name _____

Position _____

Date _____

Reviewer's Name _____

The Scorecard is used to determine a preliminary score for each candidate and their potential fit for the role.

1. Begin with a phone or video interview.
2. Complete this Scorecard using the data collected from the phone interview, resume, and completed Skill Survey.
3. Use the completed Scorecards to compare each candidate (on an apples-to-apples basis) to decide who moves on to the next step in the interview process.

SCORING KEY

3 = Excellent | Proven experience, background, and past examples that are a strong fit for this role.
2 = Competent | Experience, background, and examples that are a potential fit for this role.
1 = Below Average | Experience background and examples that could be a detriment to this role.
Bonus = +1 | Exceptional experience or characteristics that go above and beyond the desired requirements for this role.

Skill Survey Answers To Score	Score
1. How much of your work career experience involves the detailed design process leading to the production of design deliverables suitable for construction. Describe the phases and scope of the project above that you were directly responsible.	
2. What type of systems, products, or processes have you designed or overseen? Share an example of a particularly complex product or system and how you managed its development or implementation.	
3. Have you worked in a startup or similarly fast-paced environment? If so, how did you adapt to the rapid changes and evolving priorities?	
4. Describe your ability to work hands on within a project. How involved are you in calculations? Can you stamp drawings if needed?	
5. What has been the scope of your team management experience in both a direct and indirect reporting structure? Include details about the size, functions (e.g., engineering, operations), and how you ensured collaboration and productivity across multifunctional teams.	
6. Please describe a time when you encountered a problem in a process design. How did you resolve it?	
Skill Survey Total Score	

Additional Considerations	Yes/No/Uncertain
Education Fit Is the candidate's formal education and training an asset to this role?	
Relocation Fit Does the candidate have minimal hurdles to relocation (home ownership, employed spouse, children in grade school, cost of living difference, etc.)?	
Compensation Fit Will we be able to offer a total compensation package that will motivate the candidate to make a change?	
Communication Fit Is the candidate a strong communicator who is easy to understand?	

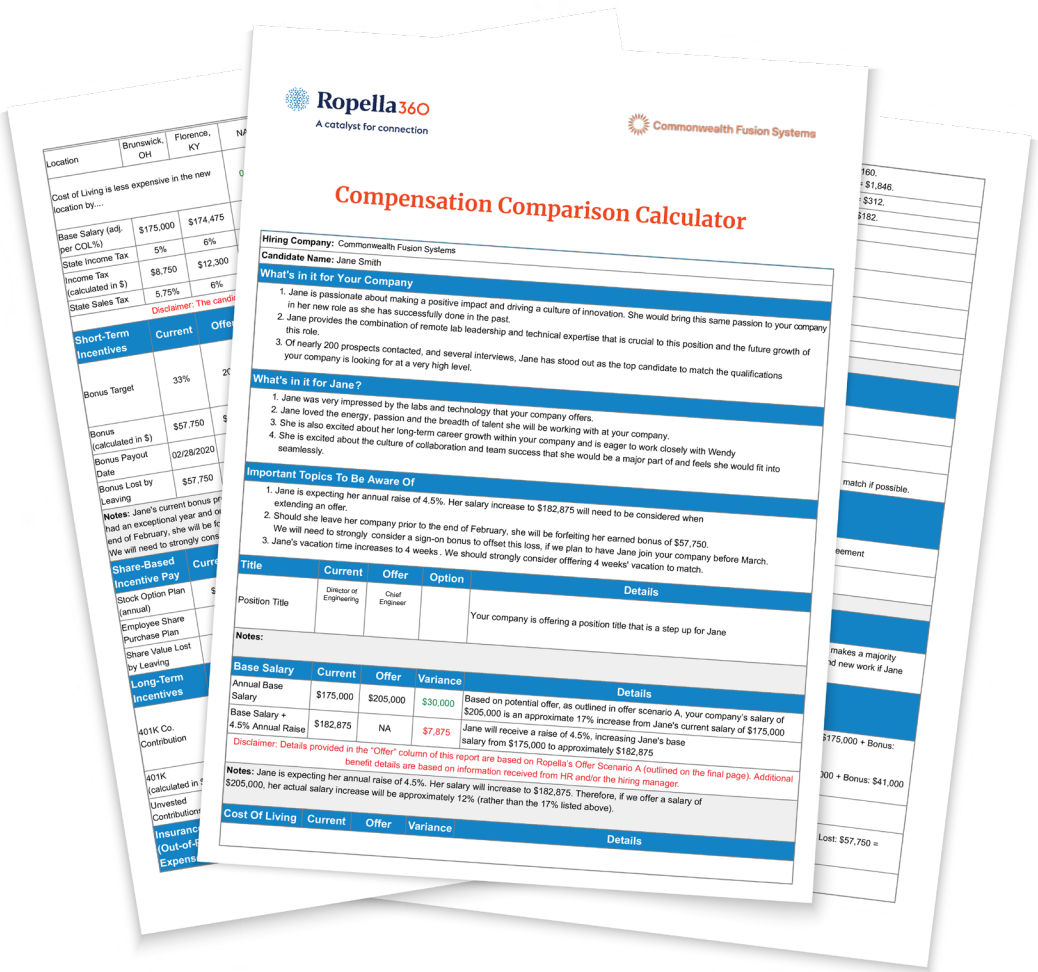
For each candidate that moves forward, now is the time to start the reference check process (www.outmatch.com) background check process (www.clearcheck.com) and assessment process (www.hogan.com). Remember, the more data and information you can collect earlier in the interview process, the better - as this will make for much better interviews and hiring decisions.

Additional Notes:

Compensation Comparison Calculator

Ropella's proprietary Compensation Comparison Calculator compiles a variety of complex compensation factors into a concise Offer Strategy Summary, thereby ensuring that clients don't lose the perfect candidate to ineffective "negotiations" and/or a current employer counteroffer or other "competing" offers.

Our supporting Offer & Acceptance tools help transformational leaders determine (without the risk of overpaying) what it takes to get to parity "a wash," versus an acceptable total offer package that will result in a prompt and firm "yes!"



EXAMPLE SUMMARY USED
to protect the Candidate's Information

Ropella360
A catalyst for connection

Offer Strategy Summary

John Smith

Commonwealth Fusion Systems

Candidate For
Chief Engineer

Location
New England Area

Congratulations on your successful search!

It has been a real pleasure partnering with you.

One of the key services we provide our clients at this stage of our SMART Search System is a thorough compensation analysis and, where possible or logical, an offer recommendation.

Throughout the search process, Ropella has had extensive conversations regarding all factors of Jane's compensation and it is now appropriate for us to share the complete details of these discussions with you. We provide this analysis with the belief that the information below should be quite helpful as your Company prepares a formal offer for Jane.

But first a disclaimer: This is not a mandate, but rather a position paper intended to start a dialogue about the offer and acceptance strategy. We understand that compensation discussions like these can sometimes get emotional and/or stressful for both sides (our client and the candidate - as well as their families, friends, and influencers). Please be aware that as your trusted partner, our loyalties are always 100% with you, our client.

For more information, contact:
Robbie Ropella, *CEO*
850.982.4027 | robbie@ropella.com

Candidate Overview

What's in it for teCHem Products:

- **Out of all the quality candidates presented, teCHem has stated that John is the most capable and can do exactly what's needed in the President position.**
- **John has no problem taking a hands-on approach as a leader and can serve as a strong mentor for other members of the executive leadership team.**
- His business acumen from prior high level positions will allow him to meaningfully contribute to leadership decisions right away.

What's in it for John:

- John feels a strong connection with the **existing leadership** team and really liked the goals they laid out.
- John likes the entrepreneurial ability to drive and grow the US business.
  He is excited to move closer to Charlotte, NC, where he has a lot of family (kids and grandkids).

Offer Acceptance Strategy	Salary Scenarios	Offer Recommendation Details
A. Salary that Ropella can accept on candidate's behalf	$260,000	**teCHem Products** offers a base of $260,000. A package at this level can be accepted by Ropella on John's behalf, and we can go ahead and set a start date.
B. Salary that could still be considered viable	$250,000	**teCHem Products** offers a salary of $250,000. A package at this level could still be attractive to John, but it's more of a roll of the dice.
C. Salary that candidate will likely walk away from	$240,000	**teCHem Products** offers an absolute minimum salary of $240,000. A package like this would have John asking questions about **teCHem**'s sincere interest in him.

Note: These recommendations are based on detailed conversations we've had with John. Our advice would be to come in with an offer at Option A, or Option B at a minimum. Ultimately, we will follow any final decisions you make and you can count on us to actively support you as we move forward together with the delivery and acceptance of your offer.

Offer Delivery Best Practices

Open Communication: Please set aside some time to get on the phone with us ASAP. Let's strategize together on next steps and confirm how we're going to present the offer in order to obtain a prompt acceptance.

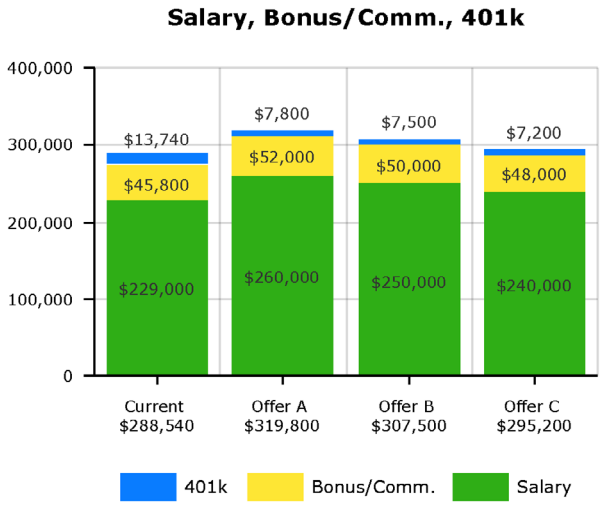
Creative Solutions: If needed, consider creativity in the form of offer incentives. If scenario A is not possible, what can we do to build a bridge? For example, an increased sign-on bonus, an increased car allowance or upgraded car, a salary increase during a 6-month review, a guaranteed year one bonus, etc.

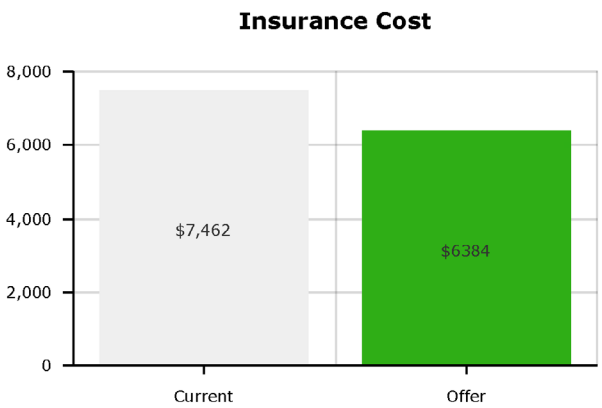
Sense of Urgency: Let's move fast. In today's competitive talent market, delays create a greater risk of candidates receiving competing offers, a counter-offer from their current employer, and/or second thoughts (often caused by the candidate's influencers).

Written Offer: We need to make sure we get a written offer extended to the candidate as fast as possible. Be sure to include all relevant benefit details/costs and relocation package information with the offer.

Warm Welcome: Upon offer acceptance, it's important to promptly have a top executive and/or the hiring manager reach out to say congratulations and to welcome John aboard.

Key Visual Comparisons





Note: Insurance costs include candidate's annual premium expenses for medical, dental, and vision when available.

Relocation Coverage

Candidate Relocation Expectations:

- Packing of household goods
- Cost of moving household goods
- Lump sum for incidentals
- Temporary storage expenses

Important Topics To Be Aware Of

- These comparisons assume a realistic bonus potential at teCHem of 20% and 4 weeks' vacation (matching that of his current position).
- John will be forfeiting his annual bonus if he leaves before May 2019. This will need to be compensated for, at least in part, with a sign-on bonus to help bridge the gap.
- John's expectations in regards to relocation assistance are realistic and a $20,000 flat relocation package would suffice. We should strongly consider grossing it up to $30,000 to eliminate the associated tax burden of 32% based on John's tax bracket.
- John understands that he will be forfeiting his annual stock options which are not yet vested. He will be losing 3 years of unvested stock options. A value of $30,000.

Onboarding & Start Date

John would like to set a start date of **May** 15, 2019. He is willing to start right away, however, his bonus with **ABC Chemical** does not pay out until May 1 and he will lose this earned income should he leave prior to that date.
For **John** to start **April** 15, he will need a sign-on bonus to cover the loss of bonus from **ABC Chemical**.

It's important that we work together to remove all contingencies upon offer acceptance. We should be prepared to complete background checks, education verification, drug screens, physicals etc. in as timely a manner as possible.

We're Here to Help

You are Our **#1 Priority**

Through global discovery, assessment, and connection, Ropella's mission is to build lasting relationships that connect our corporate and private equity clients to high-potential A-player talent, backable CEOs, board members, subject-matter experts, and transformational leaders. Our primary goal is to provide ROI value towards growing the great companies we invest our time, talent, and treasure into.

Smarter Executive Search

Building teams across the globe with the best possible talent, in all functional areas, and at all levels is one of the highest priorities for transformational leaders because we all know that the team with the best talent wins.

In Partnership, We Achieve Risk-free ROI

THE RIGHT HIRE™ GUARANTEE **We guarantee your hire is The Right Hire or we'll rerun your search at no charge.**

10	80%	48	95%	98%	36%	65%
Business Days to Qualified Candidates	First Offer Acceptance Rate	Days Speed to Placement	Search Completion Rate	Long Term Stick Rate	One Year Promotion Rate	Annual Rate of Repeat Business

Ropella360

A catalyst for connection

We make connections that seem almost impossible.

Let us solve your challenge.

850.983.4777 | Info@ropella.com | ropella360.com