

JOB POSITION - Director of Just Energy Transition

AREAS OF RESPONSIBILITY

The Director of Just Energy Transition will provide leadership in both strategic development and utility engagement. We define Just Transition as the framework that supports transforming the energy sector so that it centers 1) energy efficiency, renewable and clean energy, and 2) empowering communities that have disproportionately suffered from high energy burden, disinvestment, and the harmful impacts of an energy system based on fossil-fuels.

This position reports to the managing Co-Executive Director and, as a member of the senior management team, helps the organization achieve its mission, programming, and strategic objectives.

The primary role of the Director of Just Energy Transition is to develop and implement methods to educate and empower frontline communities to drive the adoption of inclusive utility investment policies and programs as a strategy to achieve equitable and just local clean energy economies.

The ideal candidate knows the importance of this historical moment and wants to drive systemic, lasting change to achieve equitable climate goals.

Main program duties:

- Lead a Just Transition process for inclusive utility investments.
 - Develop a Just Transition framework that reflects and guides Clean Energy Works' focus areas (climate finance, energy efficiency/clean energy solutions, and the utility sector) and connects us to the larger movement.
 - Lead the Clean Energy Works teams (Utility Policy & Programs Team; Transportation & International Project Team) to strengthen our articulation and deployment of racial and social equity across all areas of our work.
 - Coordinate the adoption of the framework by all Clean Energy Works staff and contractors.
 - Build effective systems to evaluate our Just Transition efforts and impacts so as to determine progress toward our strategic goals and to communicate effectively with frontline community champions, utilities, industry stakeholders, strategic partners, Clean Energy Works' Board, funders, and other stakeholders.
- Develop and manage the Inclusive Utility Investments Fellowship which is our primary strategy to support community champions who can motivate utilities and regulators to swiftly implement inclusive utility investment as a priority policy solution.

- Develop model and curricula to launch a Fellowship program that expands the knowledge and fluency of community advocates, builds their field capacity, and provides financial support for their exploration of inclusive utility investment as a candidate solution
 - Coordinate Fellowship recruitment efforts with the rest of the Clean Energy Works team to align with specific states where (1) we are already engaged with both regulators & community advocates demanding inclusive solutions and (2) adoption has not already occurred
 - Curate and scale up our existing digital resource platform to accelerate the exploration, adoption, execution, and evaluation of inclusive utility investment efforts by Fellows.
 - Connect with stakeholder groups across multiple states and advocacy networks in order to build synergistic momentum with a shared vision, linked support, and mutual aid.
- Network & Partnership Management
 - Serve as liaison to selected federal, state, and local Just Transition groups and other key partners and coalitions.
 - Build and support partnerships with networks, coalitions, and campaigns led by frontline communities.
 - Collaborate with senior management and other Clean Energy Works teammates to align internal strategic goals with existing and new partner relationships.
 - Synthesize and report on the activities and results of partner projects to inform and align Clean Energy Works activities.
 - Deliver a great experience to our partners recognizing that you will represent Clean Energy Works' brand and be our partners' liaison internally.

Main senior management duties:

- Foster an organizational culture that prioritizes learning and creative problem-solving across all teams.
- Identify, create, and implement plans to actualize strategic objectives.
- Identify potential risks and opportunities within the organization and its environment to protect organizational interests.
- Oversee and implement changes in approaches, methods, projects, and processes to enhance our competitiveness and to improve organizational efficiencies.
- Develop and drive innovative and transformative initiatives by aligning our overall strategy with innovative thinking.
- Identify and communicate new trends and business opportunities within our target sectors.
- Work with other members of the senior management team on enterprise-wide personnel decisions including participating in hiring, managing, and evaluating relevant staff and contract positions.



- Work with other members of the senior management team to develop an organizational culture that promotes transparency, collaboration, impact, and accountability.
- Budget planning and management in assigned areas of responsibility.
- Help the organization to develop, execute and evaluate its strategic goals and objectives.
- Report to the Board of Directors and carry out plans and policies as authorized by the Board.

Main fundraising and communications duties:

- Use external presence and relationships to identify new potential sources of funding support.
- Support communications planning and implementation across all areas of the organization.
- Represent the organization to stakeholders (funders, utilities, policymakers, regulators, community groups, professional conferences, etc.) in ways that strengthen our brand and communicate our message.
- Write and issue relevant reports and documents that support Just Transition efforts.
- Assist in revenue-generating and fundraising activities including but not limited to writing grant proposals, and presenting to funders.

KEY QUALIFICATIONS

- A Master’s degree and at least 5 years of related experience is preferred, but a successful candidate need not have a college degree if they can demonstrate relevant experience and skills.
- Experience working with and for underserved communities, especially communities of color and low-income communities.
- Deep commitment to environmental, social justice, anti-oppression work, and Clean Energy Works’ mission.
- Experience leading training or support programs for frontline advocates including curricula development.
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams.
- Proven innovative and strategic thinker.
- A background in climate finance is preferred but not required.
- Outstanding verbal and written communication skills; a persuasive and passionate storyteller.
- Excellent organizational and time management skills.
- Networking aptitude - the ability to work effectively in collaboration with diverse groups of people.
- Passion, idealism, integrity, positive attitude, and sense of humor.



TOP COMPETENCIES

Here are the top 5 competencies that we believe will be critically important to the Dir. of Just Energy Transition position. Please consider how you would demonstrate your experience and skills related to each of these areas, especially as it speaks to the needs of the position.

- Analytical thinking - The ability to tackle a problem by using a logical, systematic, sequential approach. The ability to identify and separate out the key components of problems and situations. The ability to interpret information from a range of sources, to spot patterns and trends in information, and to deduce cause and effect from this. The ability to generate a range of creative solutions, evaluate them and choose the most appropriate option.
- Equity - The ability to work effectively with culturally diverse stakeholder groups and embody a commitment to fairness and to the full participation of all members. The ability to understand, develop, and apply an equity framework. The ability to consistently see, learn from, and take strategic action related to diverse perspectives; demonstrate the self-awareness and behaviors to work with stakeholders of various identities and levels of power respectfully and effectively.
- Participatory design - The ability to mobilize and center stakeholders in both design and implementation processes to ensure results meet their needs and bring about the desired impacts.
- Stakeholder engagement - The ability to connect with and mobilize stakeholders such that they become involved and experience a sense of ownership and high motivation.
- Entrepreneurial mindset - The ability to look for and seize impactful organizational opportunities; willingness to take calculated risks to achieve organizational goals and objectives.

COMPENSATION

Clean Energy Works is prepared to offer a very attractive compensation package, including a competitive base salary as well as health, 401(k) match, eleven paid holidays, and 20-day vacation benefits. A full-time workweek at Clean Energy Works is 35 hours, and this position can be modified to offer maximum flexibility. The annual salary for this position at full-time falls between \$125,000 and \$150,000 commensurate with experience and qualifications.

This is an outstanding opportunity for a highly motivated professional to assume a pivotal role in the evolution of a fast-growing, highly respected organization. We are seeking an individual of outstanding quality with a respected track record for leadership and organizational development.

TO APPLY

Please submit a cover letter and resume as separate pdfs to admin@cleanenergyworks.org. Please use the subject line: "JT Director Application - Your Name." Applications will be reviewed on a rolling basis until filled.

Clean Energy Works is an equal opportunity employer and does not discriminate on the basis of race, creed, color, sex, gender identity or expression, national origin, marital status, sexual orientation, religious affiliation, disability, or any other classification considered discriminatory under all applicable federal, state or local laws.