

Director of Building Decarbonization

Clean Energy Works envisions a world with a 100% resilient clean energy economy that provides opportunities and benefits for everyone. The climate, health, and economic benefits of clean energy are clear, but not everyone has the resources and the will to make the upgrades needed.

Clean Energy Works works in partnership with willing community, utility, and policy champions to catalyze inclusive utility investments, a ground-breaking payment mechanism that has the potential to open the clean energy economy to all. Inclusive utility investment enables utility companies to pay for cost-effective clean energy upgrades for all customers except those whose buildings require major structural or health hazard repairs. The customer pays some, little, or no upfront costs and then pays a monthly fixed cost-recovery fee on their bill. The fee is set such that the annual cost is lower than the estimated savings from the upgrades.

Clean Energy Works is a remote organization with staff and consultants based in the United States and abroad. We are committed to building an organization that fosters work and working relationships that are fulfilling, meaningful, and fun.

POSITION OVERVIEW

The Director of Buildings Decarbonization is responsible for overseeing and guiding efforts to expand inclusive utility investments to reduce greenhouse gas emissions from buildings through energy efficiency, demand response, on site solar, energy storage, grid flexibility and other strategies to achieve full electrification of buildings.

The Director of Buildings Decarbonization will work closely with state energy regulators, utility executives and Board members, legislators and policymakers, industry professionals, and community advocates to advance inclusive utility investments.

This role requires strong leadership skills and expert knowledge of energy efficiency, renewable energy, building systems, and the utility sector. The Director will develop, lead, and manage a team of professionals to ensure successful implementation of building decarbonization initiatives.

The position reports to both Co-Executive Directors and, as a member of the senior management team, helps the organization to define and achieve its mission and strategic objectives.

AREAS OF RESPONSIBILITY

This highly strategic position requires proven experience and working knowledge of the historical and contemporary frameworks of energy efficiency technologies, policy, and regulations at the federal, state, and industry levels. The position requires 1) expert project management skills including research, planning, organizing, developing, and participating in and/or leading cross-functional teams;

2) advanced and collaborative problem-solving skills with a balance of empathy and pragmatism; 3) a commitment to appreciative inquiry approach in order to build an affirming learning organizational culture, and 4) a commitment to centering equity in both work processes and outcomes.

- **Policy and Regulatory Adoption:**

- a. Develop or deepen subject matter expertise on the Pay As You Save® system and other potential models of inclusive utility investment as they emerge. Communicate to utility commissions, policy makers, utility employees and executives to build support for program adoption.
- b. Lead design and execution of strategies to achieve adoption and implementation of inclusive utility investments for building decarbonization via clean energy upgrade programs across utilities of all types in priority states.

- **Technical Assistance and Capacity Building:**

- a. Provide technical assistance to a diverse set of stakeholders to launch inclusive utility investment programs.

- **Partnerships & Network Management:**

- a. Cultivate and develop relationships and work with relevant utility, industry, legislative, regulatory stakeholder groups such as the Smart Electric Power Alliance, National Association of Regulatory Utility Commissioners, the National Association of State Utility Consumer Advocates, the Alliance to Save Energy 2040 Commission.

- **Research:**

- a. Support research and data analysis on existing and proposed regulations and utility programs for building decarbonization and clean energy upgrades.
- b. Build effective systems to track scaling progress, and regularly measure successes that can be effectively communicated to the board, funders, and other constituents.

- **Management & Administration**

- a. Foster an organizational culture that prioritizes learning and creative problem solving across all teams and also promotes transparency, collaboration, impact, and accountability.
- b. Develop and drive innovative and transformative initiatives by aligning our overall strategy with innovative thinking.
- c. Identify, recruit, train, develop and manage a talented team of employees and contractors to implement building decarbonization team objectives.
- d. Assist in revenue-generating and development activities including but not limited to presentations to funders and grant proposal development.
- e. Support communications planning and implementation for both enterprise

and team objectives –from web presence to external relations with the goal of creating a stronger brand.

- **Other duties as assigned**

KEY COMPETENCIES

- **Analytical Thinking** - The ability to tackle a problem by using a logical, systematic, sequential approach. Able to identify and separate out the key components of problems and situations. Able to manipulate and interpret information from a range of sources, to spot patterns and trends in information and to deduce cause and effect from this. Can generate a range of creative solutions, evaluate them and choose the most appropriate option.
- **Business Perspective** - Knows what Clean Energy Works does and how we do it. Is aware of key stakeholders in the landscape including detractors and competitors. Up-to-date with general sector news. Aware of developments in the sector. Thinks about implications. Understands the importance of demonstrating value to our target stakeholder/client groups.
- **Coaching & mentoring** - The ability to help team members understand job expectations and to provide the hands-on support and guidance necessary for higher performance and job satisfaction.
- **Emotional intelligence** - The ability to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.
- **Energy policy** - The ability to understand the ways in which energy policy makers address issues of energy development including source, distribution and use especially with regard to energy efficiency, clean/renewable energy, demand response, electric vehicles, and electrification.
- **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 and apply the organization's 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.
- **Partnership Development** - The ability to develop, maintain, and strengthen partnerships with others inside or outside the organization who can provide information, assistance, and support to best achieve organizational goals and objectives.
- **Project management** - The ability to plan and organize individual and organizational resources to move a specific task, event, or duty towards completion.

KEY QUALIFICATIONS

- Passion, idealism, integrity, positive attitude, and sense of humor.
- Proven strategic thinker who is able to develop and implement plans to set and achieve strategic objectives.
- Experience developing, leading, and/or scaling a regional or national energy- or utility related program is a plus but not required.
- A Master's degree or above and at least 10 years of related experience is preferred, but a successful candidate need not have a formal degree or 10 years experience if they can demonstrate relevant skills.
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams.
- Experience working with utilities of any and all types, especially investor owned utilities and rural electric cooperatives.
- Demonstrated ability to manage multiple projects or cases in parallel; in several states or jurisdictions a plus
- Action-oriented, entrepreneurial, adaptable, and innovative.
- Willingness and ability to travel domestically and internationally. Quarterly travel is anticipated but could be more or less intensive at times based on workflow.

COMPENSATION

Clean Energy Works is prepared to offer a very attractive compensation package, including a competitive base salary as well as benefits including health care cost reimbursement, 401(k) match, eleven paid holidays, and 20 vacation days. A full-time work week at Clean Energy Works is 35 hours, and this position can be modified to offer maximum flexibility. All positions are remote. The annual salary for this position is \$150,000.

TO APPLY

Please submit a cover letter and resume as a separate pdfs to admin@cleanenergyworks.org. Please use the subject line: "Director of Building Decarbonization - [YOUR NAME]" Applications will be reviewed on a rolling basis until the position is 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.