



Career Opportunity: [Director of Programs](#)

Location: [San Diego County – Hybrid Work Schedule set by SDCP](#)

Deadline to Apply: [December 22, 2021 – Apply now](#)

Who is SDCP?

San Diego Community Power (SDCP) is a new community choice aggregator (CCA) in the San Diego region that began electric service starting 2021. We serve five member cities, the cities of San Diego, Chula Vista, Encinitas, La Mesa and Imperial Beach, with the unincorporated communities of the County of San Diego joining in 2023. With the possibility of further growth, we will be one of the largest CCAs in California. By the end of 2022, SDCP will provide electricity for nearly half the electric load in San Diego Gas and Electric's service territory. SDCP was formed to bring local control and customer choice to San Diego while also providing clean and renewable energy at competitive rates. For more information, visit www.sdcommunitypower.org.

SDCP is a public agency that is creating a culture of open communication, accountability, and intellectual curiosity. As a small team building a large CCA in California, high levels of trust, collaboration, and a team-player attitude are key. We value transparency, responsiveness, innovation, smart work, and passion for our goals.

Commitment to Diversity

At SDCP, we value diversity and are committed to creating an inclusive environment for all employees. We represent a diverse customer base and intend to hire employees that reflect our communities. We provide equal employment opportunities to all applicants for employment and prohibit discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

What do we need?

SDCP is seeking an experienced, community- and customer-focused professional to join our growing team as the Director of Programs. Under direction of the Chief Operating Officer, the Director of Programs works with the team to set the strategy and lead in the implementation of customer energy programs. The Director of Programs will work closely with Programs staff, staff from the departments of Power Services, External Affairs, Legislative and Regulatory Affairs, Data/Key Accounts, and Finance, as well as outside consultants, customers and industry leaders to evaluate, design, and implement a variety of customer programs, as well as collaborate with the Community Advisory Committee to promote accessibility of SDCP services to our Communities of Concern.

The Director of Programs will also be responsible for hiring and managing staff, consultants and contractors, and ensure progress toward SDCP's goal of 100% renewable energy by 2035 or sooner, energy cost stability, and increased localization of resources.

Examples of Important & Essential Duties (including but not limited to)

- Work closely with staff, Community Advisory Committee, Finance and Risk Management Committee, and the SDCP Board of Directors (Board) to set the strategic direction for SDCP energy programs, including presenting to the Committees and Board.
- Form partnerships with local, state and federal agencies, national laboratories, universities, businesses and non-profits to create opportunities for program funding, new program markets and more effective implementation.
- Secure outside funding from local/regional/state funding sources to support and expand SDCP's customer program portfolio, as needed, including overseeing funding applications for California Public Utility Commission (CPUC) and California Energy Commission (CEC) funds, and possibly for funding from the California Air Resources Board (CARB), California Alternative Energy and Advanced Transportation Financing Authority (CAEATFA), United States Department of Energy (DOE), United States Environmental Protection Agency (EPA) and other sources of program grants and financing.
- Evaluate opportunities for new programs and prioritize program work, including closing out underperforming programs and sunseting successful programs that have achieved their goals.
- Develop indicators to measure program effectiveness, analyze program outcomes to modify implementation activities, and develop and implement verification protocols to support cost and environmental effectiveness claims.
- Effectively build, integrate, and manage a rapidly growing team of staff, consultants, and contractors to carry out program activities, including evaluating and reporting result.
- Develop and manage a departmental budget and multiple program budgets.
- Provides input into SDCP's overall goal setting relating to greenhouse gas emissions, potential service to new regions, and financial strategy.
- Participate in Director Meetings to support cross-departmental collaboration and generally to facilitate the improvement of SDCP's operations.
- Writes staff reports and presents at scheduled Board and Committee meetings.
- Analyzes broad variety of data to assess program options, performance, or otherwise direct program activity.
- Ability to comprehend and adhere to SDCP personnel rules and internal policies.
- Performs related duties and responsibilities as required.

Successful Candidates Must Demonstrate the Following Abilities

- Motivational, positive, supportive team leader - Manage, mentor and develop staff in a positive environment, where critical feedback is provided in constructive ways.
- Develop and conduct requests for proposals, negotiate, implement and manage contracts.
- Establish effective and cooperative working relationships with SDCP staff, customers, local businesses, community groups, interested stakeholders, the Board, and elected officials of municipalities, agencies, special districts, and other related agencies.
- Work independently, using good judgment and initiative in carrying out assignments; Set goals and priorities and carry out multiple assignments concurrently; think strategically to mitigate political and regulatory impediments to program development.
- Review, monitor, and interpret engineering, scientific, and environmental reports; prepare clear and accurate reports.
- Have a strong work ethic and be comfortable taking initiative/working in a fast paced, start-up environment.
- Work well on diverse teams and with consultants and be highly collaborative.
- Be a strong communicator who can write compellingly and clearly.
- Have a high tolerance for uncertainty but know how and when to bring things to resolution.
- Strong commitment to sustainability, community energy, and mission driven work.
- A demonstrated ability to represent organizations in professional engagement settings from local to national convenings (conferences, workshops, executive meetings, etc.)
- Proven track record of providing thoughtful, strategic, collaborative and effective executive leadership
- Passionate about and skilled at finding solutions to complex social issues and creating sustainable positive impact in partnership with multiple stakeholders
- Commitment to diversity, equity, and inclusion both internally but also in program accessibility and participation, including by Communities of Concern.
- Experience working with public agencies, elected officials and other policy makers and staff across a variety of issues and topics
- Have strong analytical skills and attention to detail.

Required Skills

- Demonstrated experience in utility program/project management
- Demonstrated experience with financial and/or quantitative analysis
- Knowledge and experience securing, managing, tracking, and evaluating public purpose funding and/or grants from Local, State, and Federal agencies including but not limited to the CPUC, CEC, CARB, DOE, and EPA,

- Knowledge and understanding of decarbonization strategies
- Knowledge and understanding of the operation of California's electricity system, from behind the meter (BTM) applications up through CAISO wholesale markets
- Knowledge and understanding of the CCA business model and the ability to articulate how customer programs support that model
- Highly proficient with Microsoft Office Suite,

Minimum Qualifications

Minimum of eight (8) years of increasingly responsible, relevant work in the energy industry, including four (4) years of people management experience and four (4) years energy program development and program operations management. A four-year degree or higher from an accredited college or university or 12 years of relevant work experience in the energy industry and/or program development field. Experience working in a public utility and/or a CCA program is highly desirable. Bilingual in Spanish and English is a plus.

Working Conditions

Prolonged periods sitting at a desk and working on a computer. Must be able to lift up to 15 pounds at times.

Salary and Benefits

The salary range for this position is \$160,000 to \$190,000 with exact compensation to be determined by SDCP, dependent on experience. Benefits include health care, a 457(b) plan, 10% contribution to a Money Purchase Plan, paid time off (PTO), and sick leave.