



## OPEN POSITION ANNOUNCEMENT!

### Senior Rates & Strategy Analyst

Open until filled. Posted 8/15/2023

*San Diego County – hybrid work schedule set by SDCP*

**About the role:** San Diego Community Power (SDCP) is seeking a Senior Rates & Strategy Analyst to support the development and execution of SDCP's strategic energy pricing initiatives for all customers while partnering with leadership to design short- and long-term rate implementation mechanics including cost of service and dynamically priced service offerings.

The Senior Rates & Strategy Analyst will perform a wide variety of substantive and complex analytical, business, rate-making and regulatory filings' review that affect the operations of the organization. The Senior Rates & Strategy Analyst will also provide regulatory and analytical support to leadership and SDCP staff with technical presentations and will primarily be responsible for tracking projects related to various rate and regulatory filings, including General Rate Cases (GRC), Advice Letters (AL), ERRA, joint rate comparisons and implementation of SDCP's rates with the billing administrator.

#### WHO IS SAN DIEGO COMMUNITY POWER?

San Diego Community Power is a community-owned organization that provides affordable clean energy and invests in the community to create an equitable and sustainable future for the San Diego region. We aim to be a global leader, inspiring innovative solutions to climate change by powering our communities with 100% clean affordable energy while prioritizing equity, sustainability, and high-quality jobs. We are a values-led, mission driven organization grounded in Justice/Equity/Diversity/Inclusion (JEDI), Impact, Integrity, Innovation, Servant Leadership, and Togetherness.

Our culture is built on open communication, accountability, and curiosity. We are a growing team whose key premise is trust, collaboration, and connection with each other and the communities we serve. We are responsive and work smart to achieve high goals.

#### OUR HISTORY

San Diego Community Power was formed in 2019 as a public, not-for-profit community choice aggregator (CCA) in the San Diego region. We began electric service in 2021 and serve five member agencies: San Diego, Chula Vista, Encinitas, La Mesa and Imperial Beach, County of San Diego, and National City. SDCP was formed to bring local control and customer choice to San Diego while also providing clean and renewable energy at competitive rates. By the end of 2023, SDCP will provide electricity for nearly half the electric load in San Diego Gas and Electric's service territory and will be the second largest CCA in California. For more information, please visit [SDCommunityPower.org](https://SDCommunityPower.org).

## 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 hope 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.

## ESSENTIAL DUTIES AND PRIMARY RESPONSIBILITIES

- Perform primary statistical and analytical studies as it relates to revenue requirements, sales, expenses, rate base and supply, and other miscellaneous charges and fees
- Develop, review and update SDCP rates in accordance with the Board approved Rate Development policy
- Review, test and ensure proper functionality of customer-facing rate comparison tools
- Maintain updated Board approved rates on SDCP's website
- Evaluate rate impacts related to Justice/Equity/Diversity/Inclusion (JEDI) across different customers
- Provide Cost of service (COS) and Marginal Cost (MC) studies analysis support and evaluate pricing of different renewable energy products such as SDCP's Power100
- Perform short and long-term customers' load profile analysis
- Analyze and propose custom rate offerings and development of new rate setting mechanics
- Monitor, follow and understand other Load Serving Entities (LSEs) rate and program design including Demand Response, Management and Flexibility
- Coordinate, review and complete mandated filings such as the Joint Rate Comparison with SDG&E
- Perform detailed rate comparisons and pertinent analysis for customers
- Interface directly with CalCCA, CPUC, CEC and other regulatory agencies/stakeholders regarding various topics related to rates
- Write staff reports and deliver presentations at Board and other public meetings
- Perform related other duties and responsibilities as required

## PREFERRED EXPERIENCE AND ABILITIES

- Development of custom rate design and energy products for the retention and attraction of all customers; including key customers
- Energy data including interval meter data, energy pricing data, and energy customer attributes
- Data analysis
- Advanced knowledge and skills in MS Excel; hands-on experience with database languages such as SQL, R, or Python and other related applications as well as analytics/business intelligence platforms such as PowerBI and Tableau is a plus
- Budgets and financial planning.
- Utility and/or CCA experience is required
- Prepare clear and comprehensive correspondence, reports, presentations, proposals, and carry out independent research and fact-finding assignments
- Evaluate data to determine progress towards reaching agency goals
- Effectively represent SDCP before the Board of Directors, Community Advisory Committee, as well as in public and internal meetings
- Demonstrate sensitivity to and respect for the rights of individuals and differences in people's ethnic and cultural heritage, attitudes, beliefs, goals, and interests
- Promote teamwork, a positive work environment, and collaborative problem solving
- Work effectively under stressful situations involving tight deadlines
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines
- Determine, develop, and implement objectives, strategies, policies, procedures, work standards, and internal controls to achieve SDCP's short and long-term rate setting and implementation goals

- Define problem areas and evaluate, recommend, and implement alternative solutions to complex issues and problems
- Deal tactfully and maintain effective working and diplomatic relations with the Board of Directors, various levels of staff, the public, SDG&E, regulatory bodies, and representatives from governmental, industry, media, and other agencies

## **PREFERRED QUALIFICATIONS, EDUCATION AND EXPERIENCE**

Any combination of education and experience that would provide the knowledge and abilities listed. A typical way to obtain the required qualifications would be:

Education and experience equivalent to a bachelor's degree from an accredited college or university in Statistics, Finance, Mathematics, Accounting, Economics, Business Administration or any other related quantitative field. A Master's degree in Economics, Statistics, Applied Math, Business Administration, Data Science, or any other related field would be preferred.

### AND

A minimum of five (5) years of verifiable utility work experience in either electric rates, regulatory, accounting and finance, economics or statistical analysis is desirable.

## **WORK ENVIROMENT & CONDITIONS**

Prolonged periods sitting at a desk and working on a computer. The position requires occasional carrying, lifting and/or moving objects up to 25 pounds. Occasional local travel required and reliable transportation to be able to attend SDCP events, meetings, and workshops as needed is expected.

At SDCP we work in the communities we serve and in the office. SDCP works to ensure a safe and healthy workplace for employees and in our communities. SDCP requires employees to be fully vaccinated for COVID-19.

SDCP is an agency required to adopt and promulgate a Conflict-of-Interest Code ("COI"). The COI code requires employees in designated positions, including those identified under the interim disclosure process to file a Statement of Economic Interests (Form 700) on an annual basis. A Successful candidate accepting this position may be required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.

*This job description may not be inclusive of all assigned duties, responsibilities, or aspects of the job described, and may be amended at the discretion of SDCP as needed.*

**Compensation:**

**Salary Range:** The position salary range is: \$100,974 - \$136,405; with exact compensation to be determined by SDCP, depending upon experience.

**Benefits:** Standard benefits package including but not limited to:

**Insurance:** SDCP offers group health benefits, including medical, vision, and dental insurance, for eligible FT employees. SDCP pays 100% of health group benefits, including medical, vision, and dental insurance premiums for employees and dependents. Also provided is a \$100,000 Life & AD&D policy, STD and LTD coverage that is 100% paid by SDCP.

**Retirement:** SDCP offers a 457(b) plan for employee contributions and contributes 10% of eligible compensation to the employee's Money Purchase Plan.

**Paid Time Off:** 11 holidays per year + paid winter holiday (*between 12/24-12/31*), 160 hours of accrued paid time off per year (*increases with time in service*), and 96 hours per year of accrued paid sick leave.

**How To Apply**

Applicants must submit their resume, cover letter, and references using the "Apply today" functionality on our Career Opportunities webpage at:

[SDCommunityPower.org/about/career-opportunities](https://SDCommunityPower.org/about/career-opportunities)

SAN DIEGO COMMUNITY POWER IS AN EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND AMERICAN DISABILITES ACT (ADA) EMPLOYER