



## OPEN POSITION ANNOUNCEMENT!

### Associate Director of IT and Data Analytics

Open until filled. Posted 10/31/2024

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

**About the role:** Community Power (SDCP) is seeking an Associate Director of IT and Data Analytics to oversee and lead the organization's seamless operation, security, and advancement of IT infrastructure and business data information systems. The Associate Director of IT and Data Analytics will shape the organization's technology strategy and will play a pivotal role in supporting the agency's mission and vision by providing innovative and efficient technology solutions. By aligning and directing the management, development, and integration of various data platforms and systems, technology, data analytics and business intelligence tools necessary for supporting the mission, vision, strategic goals, and objectives of the organization; the Associate Director will assist the management team in ensuring that the organization maintains our goal of a world-class IT and Data Analytics presence.

### WHO IS COMMUNITY POWER?

Community Power is a community-driven, not-for-profit public agency providing cleaner energy to the San Diego region. Formed in 2019, Community Power is the second largest Community Choice Aggregator (CCA) in California, serving nearly 1 million customer accounts across its member agencies: the Cities of San Diego, Chula Vista, Encinitas, Imperial Beach, La Mesa and National City, as well as the unincorporated areas of San Diego County.

### OUR HISTORY

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. Community Power 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, Community Power 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 Community Power, 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

- Implementation of strategies for technology, data management, and IT business operations in order to improve cost efficiency, service quality, stakeholder satisfaction, and IT operational effectiveness.
- Assess, develop and enforce policies and procedures to ensure network security, secured systems, safeguarded data, managed access and permissions, and established data governance framework across the organization.
- Manage system implementations and integrations across multiple platforms and departments.
- Collaborate with internal departments to develop and support IT, data science, and data management solutions.
- Anticipate and align with organizational business needs by fusing business and technology strategy, developing talent, and designing the IT and Data Analytics operating model.
- Evaluate technology, policy, and economic factors to support the plan, design, development, and implementation of organization-wide data platforms, applications and systems.
- Lead, empower and mentor IT and Data Analytics teams to adopt and enhance advanced analytical solutions that include predictive analytics, simulation, machine learning, and optimization techniques to generate management insights.
- Devise and implement efficient and secure procedures for data management and analysis with attention to all technical aspects.
- Oversee the preparation and administration of the IT and Data Analytics' division budget.
- Identification of trends and issues in the IT industry, including innovative technologies and associated costs, and advising all layers of management of any competitive impacts and risks.
- Writing staff reports and delivering presentations to the Board and in public meetings.
- Performing related duties and responsibilities as required.

## MINIMUM QUALIFICATIONS, EDUCATION, ABILITIES, 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 Information Technology, Data Analytics, Statistics, Machine Learning, Mathematics, Computer Science, or any other related quantitative field. A Master's degree in Data Science, Computer Science, Information Technology, Statistics, Information Systems, Applied Math, Business Administration, or any other related field would be preferred.

AND

A minimum of seven (7) years of progressively responsible professional information technology and/or data analytics experience in a supervisory or management role. Experience working in electric utility, public agency, or associated energy load serving entity is desirable.

### Experience:

- Experience overseeing large-scale IT projects.
- Experience with managing technology goals, best practices, and standardized operating procedures.
- Knowledge of Network infrastructure for local and area-wide connectivity and remote access.
- Experience with IT and analytics specific RFIs, RFQs, and RFPs for acquisition of technology and services.
- Experience managing vendor relationships or contracts for IT or data services.
- Experience with enterprise-wide Incident Response Plan and audits.
- Knowledge of complex data modeling and machine learning model development and deployment. Proficiency in programming languages.

- Experience with modern database and information system technologies.
- Proven experience with cloud technologies and cloud platform data services.
- Utility/CCA/Government agency experience is a plus.

**Ability to:**

- Ability to make business case justifications and cost/benefit analyses for IT and analytics spending and initiatives including analyzing the costs, value and risks associated with information technology to guide agency management in decision making.
- Ability to oversee cybersecurity activities in the facilitation of achieving a secure technological security posture.
- Ability to identify new technology implementations to exchange and defining business and systems requirements.
- Ability to identify cost-effective opportunities for technology investment including sourcing, purchasing, staffing, and in-house development.
- Ability to manage Agency plans, policies, and standards for acquiring, implementing, and operating technology systems.
- Demonstrate good leadership skills and an ability to inspire and lead a large cross-functional group in a unified direction with a common vision.
- Effectively represent Community Power before the Board of Directors, Community Advisory Council, 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.
- Evaluate data to determine progress towards reaching agency goals.
- Prepare clear and comprehensive correspondence, reports, presentations, proposals, and carry out independent research and fact-finding assignments.
- Determine, develop, and implement objectives, strategies, policies, procedures, work standards, and internal controls to achieve short and long-term IT and data governance 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 various levels of staff, the public, civic organizations, and representatives from governmental, industry, media, and other agencies.

**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: \$209,880 to \$264,220; 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.

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

**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](http://SDCommunityPower.org/about/career-opportunities)