



OPEN POSITION ANNOUNCEMENT!

Senior Rates Analyst

Open until filled. Posted 02/20/2025

San Diego County – hybrid work schedule set by Community Power

About the role: San Diego Community Power (“Community Power”) is seeking an experienced Senior Rates Analyst to join our growing team of analytics and operations’ experts who will be responsible for managing the planning and execution of processes responsible for the analysis and development of various rate structures for electrical service offered by Community Power.

A key priority of this role will be to support and participate in the preparation of statistically valid research studies to forecast, develop, and recommend rate making mechanics consistent with Community Power’s Board-approved Rate Development policy (https://sdcommunitypower.org/wp-content/uploads/2023/01/Item-12a_Rate-Development-Policy.pdf), including impact analysis on various customer classes.

The Senior Rates Analyst will work closely with internal and external stakeholders to support and implement high-quality, data-driven financial planning, accounting, and statistical analytical decisions across the organization and to derive robust strategies around the intersection pertinent to revenue recognition, costs, service expansion, load forecast, and the design of rate and service structures that meet the objectives of the organization as approved by the Board of Directors. This role will perform a wide variety of substantive and complex analytical, business, rate-making and regulatory filings’ review that affect the operations of the organization, including providing regulatory and analytical support to the organization. This role will report to the Rates and Strategy Manager.

WHO IS SAN DIEGO 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 now serve seven member agencies: the Cities of San Diego, Chula Vista, Encinitas, Imperial Beach, La Mesa and National City, as well as the unincorporated communities of San Diego County. Community Power was formed to bring local control and customer choice to San Diego while also providing clean and renewable energy at competitive rates. We are the second largest CCA in California, serving nearly 1 million customers. For more information, please visit 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

- Perform and/or support Community Power rates forecast, development, review, and updates in accordance with the Board approved Rate Development policy.
- Perform detailed and pertinent rate analysis and comparisons for customers and make recommendations pertaining to utility costs and services.
- Perform and support articulation and development of analytic solutions around rates, service expansion feasibility and product offerings.
- Monitor, follow, and understand other Load Serving Entities (“LSEs”) rate design.
- Participate in the design and delivery of primary statistical and analytical studies as it relates to revenue requirements, sales, expenses, rate base and supply, and other miscellaneous charges and fees.
- Support cross-functional projects using data modeling and analysis techniques to discover insights that will guide strategic rate design and service offering decisions and uncover optimization opportunities, including cost of service studies.
- Support in drafting staff reports and presentations for Board and other public meetings.
- Interface and coordinate with internal and external stakeholders regarding rates-related topics.
- Participate in improving technical processes to address business needs.
- Perform other related duties and responsibilities as required.

MINIMUM KNOWLEDGE, SKILLS, AND ABILITIES

- Prior experience in utility (e.g., electric, gas, water)/energy sector rate development and/or implementation process(es) is required.
- A working knowledge of rate development, accounting, and cost accounting principles and practices.
- Advanced knowledge and skills in Microsoft Excel.
- Understanding of and experience using analytical concepts and statistical techniques: hypothesis development, designing tests/experiments, analyzing data, drawing conclusions, and developing actionable recommendations.
- The ability to write concise and accurate reports.
- The ability to make presentations before management, regulatory agencies, and the public.
- Strong problem solving, quantitative and analytical abilities.
- Strong project management, organizational and communication skills.
- Experience supporting and working with cross-functional teams in a dynamic environment.
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PREFERRED KNOWLEDGE, SKILLS, AND ABILITIES

- Strong experience with SQL, querying, database structure, and performing complex joins
- Strong experience with Python (and relevant packages) or other scripting languages
- Strong experience with Business Intelligence (BI) tools (PowerBI, Tableau, Qlik)
- Experience with AWS or other Cloud data platforms
- Experience with large datasets, complex joins, and a variety of data
- Experience with Microsoft Excel

- Preferred experience in Energy, Electricity or Renewable Energy industries
- Preferred experience with ArcGIS or other GIS (geographic information systems) tools
- Preferred experience with CRM systems (Microsoft Dynamics 365, Salesforce, etc.)
- Preferred experience with CCAs (Community Choice Aggregation or Community Energy)

QUALIFICATIONS, EDUCATION AND EXPERIENCE

Any combination of education and experience 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, gas, and/or water rates, regulatory, accounting and finance, economics or statistical analysis is desirable; with at least two (2) years of verifiable work experience in utility and/or energy rate development.

WORK ENVIRONMENT & 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 Community Power events, meetings, and workshops as needed is expected.

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

Community Power 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 Community Power as needed.

Compensation:

Salary Range: The position salary range is: \$98,100 - \$166,800; with exact compensation to be determined by Community Power, depending upon experience.

Benefits: Standard benefits package including but not limited to:

Insurance: Community Power offers group health benefits, including medical, vision, and dental insurance, for eligible FT employees. Community Power 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 Community Power.

Retirement: Community Power 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

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