

OPEN POSITION ANNOUNCEMENT

Chief Financial Officer

Open until filled. Posted February 05, 2026.

San Diego County, hybrid work schedule set by San Diego Community Power

About the Role

The Chief Financial Officer is responsible for assisting the Chief Executive Officer in managing, planning, developing, organizing, and directing the implementation of San Diego Community Power's financial and administrative functions, goals, objectives, policies and procedures, and work activities.

About San Diego Community Power

San Diego Community Power is a community-driven public agency providing clean energy to nearly 1 million customer accounts across the San Diego region. Formed in 2019, Community Power purchases energy from renewable sources, which SDG&E delivers through its power lines. As a not-for-profit, any revenues beyond operating costs are reinvested in our local communities.

Commitment to Diversity

Community Power is an Equal Employment Opportunity (EEO) and American Disabilities Act (ADA) employer. Community Power values diversity and is committed to fostering an inclusive environment for all employees. We strive to hire employees reflective of the diverse communities that we serve. We provide equal employment opportunities to all applicants and prohibit discrimination and harassment of any kind, regardless of race, color, national origin, sex, gender identity or expression, sexual orientation, age, disability, protected veteran status, or any other characteristic protected by federal, state or local laws.

Primary Duties & Responsibilities

- Serves as the Agency's Treasurer of the Board and Investment Officer.
- Attend all Board meetings and head Financial Risk Management Committee meetings (FRMC).
- Thought partner to the CEO related to various strategic financial activities including but not limited to: issuance of municipal bonds, business combinations, financial engineering of various contracts, hedging, owned generation, etc.
- Provide highly complex and responsible financial administrative direction for San Diego Community Power through multiple finance and administrative-related departments or programs including oversight, development, and optimized use of Enterprise Resource Management (ERP).
- Support the development and implementation of rates and rates structures in collaboration with the rates team.
- Plans, develops and manages executive administrative, financial, accounting, budget, payroll, and financial analysis/reporting functions as well as funding strategies and financial grant administration

within all departments.

- Maintain strong cost controls, build reserves and support the delivery of the Pre-Pay bonds.
- Ensure Agency financial compliance with described in the Joint Power Authority Agreement.
- Directs and supervises Finance Department activities including procurement and risk management.
- Stewards strong cross-departmental collaboration with power services and programs teams.
- Actively participate in and contribute to the Risk Oversight Group, the Ad Hoc Energy Contracts Working Group, and the weekly Risk Management Group as part of their collaboration with the Power team.
- Responsible for selecting, supervising, motivating, and evaluating supervisory, professional and support staff.
- Prepares various budgetary financial reports regarding revenue, cash management, expenditures.
- Plans, organizes, and directs the San Diego Community Power's budget process; analyzes budget options and estimates and makes recommendations for preliminary project, line item, and final operating and capital budgets; develops and maintains records and reports based on the adopted Agency budget.
- Develops budget monitoring and encumbrance systems and assists personnel in preparation and control of departmental budgets.
- Establishes internal controls and balancing procedures; maintains audit trail. Communicates with Agency accounting, audit, and insurance contractors.
- Oversees implementation of written procedures of best practices and optimizes efficiency for the Agency.
- Analyzes revenue and expense trends and makes projections of budget impacts. Serves as internal auditor for a variety of fiscal, performance, and administrative audits.
- Functions as contract administrator for a wide variety of fiscal and performance audits and managerial effectiveness studies.
- Conducts research, performs management analysis activities, and evaluates cost effectiveness of management projects and programs.
- Performs other duties as assigned.
- Performs as a hands-on "working" Manager.

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.



Skills & Qualifications

Required Skills & Qualifications

- Principles of customer service;
- Managerial principles and practices;
- Advanced principles, practices and theories of municipal financing, governmental accounting and reporting;
- Advanced financial analysis and research procedures;
- Principles and practices of contract and agreement negotiation and administration;
- Budget preparation, program analysis, and revenue forecasting;
- Negotiation and mediation techniques;
- Computer equipment and software applications related to area(s) of assignment
- Applicable Federal, State, and local laws, codes, and regulations concerning finance and accounting functions;
- Principles and practices used in dealing with the public;
- Providing exceptional customer service;
- Managing and directing comprehensive finance and accounting programs
- Managing services and staff responsible for providing accounting functions effectively and efficiently;
- Analyzing, developing and improving upon accounting records and procedures;
- Analyzing problems, identifying alternative solutions, projecting consequences of proposed actions and implementing recommendations in support of goals;
- Preparing complex financial reports and analyses.
- Reading, analyzing and interpret financial reports; Forecasting revenue and cash flows;
- Preparing and administering large, complex budgets; Monitoring and evaluating employees;
- Prioritizing and assigning work;
- Using a computer and related software applications;
- Communication, interpersonal skills as applied to interaction with coworkers, supervisors, the general public, etc. sufficient to exchange or convey information and to receive work direction.

Education & Experience

Any combination of education and experience that would provide the above skills and qualifications is acceptable. Typical methods of obtaining the required qualifications include:

A Bachelor's degree is required in business or public administration, operations management, economics or closely related field, or other degrees with demonstrable and commensurate work experience that is directly relevant for this position. Prior designation as a CPA is desired, but not required, as is further academic study in finance, utility services, energy systems or environmental change.

A minimum of 15 years progressively responsible financial management experience including strategic financial leadership. Direct experience in energy or utility financial services required whether in the private or public sectors. Public sector finance experience and knowledge is desirable but not required. Strong supervisory and contract management skills are also required.

Work Environment & Condition

Prolonged periods sitting at a desk and working on a computer is required. The occasional carrying, lifting and/or moving objects up to 25 pounds is required. The position requires occasional carrying, lifting and/or moving objects up to 25 pounds and occasional or regular travel locally.

Community Power employees work in the office and in the communities we serve. Community Power works to ensure a safe and healthy workplace for its employees and members of the community. Employees are required to be fully vaccinated for COVID-19.

Community Power is a public agency required to adopt and promulgate a Conflict of Interest (COI) Code. 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 candidate accepting this position may be required to file COI forms subject to the regulations of the Fair Political Practices Commission.

Compensation

Salary Range

The position's salary range is \$300,000 - \$400,000 with exact compensation to be determined by Community Power, depending on the candidate's experience.

Benefits

Standard benefits package include, but are not limited to:

Insurance: Community Power offers group health benefits, including medical, vision and dental insurance for eligible full-time employees. Community Power pays 100% of group health benefits, including medical, vision and dental insurance premiums for employees and dependents. Community Power also pays for a \$100,000 life and accidental death and dismemberment policy, short-term disability and long-term disability.

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: Community Power offers 11 holidays per year, plus a paid winter holiday (between December 24 and December 31); 160 hours of accrued paid time off (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 through Community Power's recruiting platform, Greenhouse. Applicants can access the platform at Job-Boards.Greenhouse.io/SanDiegoCommunityPower or by clicking "View Open Positions" on Community Power's "Careers" webpage: SDCommunityPower.org/Careers.

