

OPEN POSITION ANNOUNCEMENT

Rates Analyst

Open until filled. Posted July 21, 2026.

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

About the Role

San Diego Community Power (“Community Power”) is seeking a Rates Analyst to join our team of analytics experts who will be responsible for participating in the planning and execution of processes responsible for the analysis and development of various rate structures for electrical service offered by Community Power. The Rates Analyst will also provide additional support needed for the shift to dynamic rates, large load rate design, and other improvements and innovations in rate design to better serve customers.

A key function of this role will be to 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. This role will also work to derive robust strategies pertinent to service expansion, load forecasting, costs, revenue recognition, and the design of rate and service structures that meet the objectives of the organization.

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

- Support the development, review, and update of Community Power rates in accordance with the Board adopted [Rate Development Policy](#).
- Perform detailed rate comparisons and pertinent analysis for customers.
- Support articulation and development of analytical solutions around rates, service expansion feasibility, and product offerings, including dynamic rate and large load rate designs.
- Participate in the design and delivery of primary statistical and analytical studies as it relates to revenue

- requirements, retail 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.
- Monitor, follow, and understand other Load Serving Entities (“LSEs”) rate design.
- Write staff reports and deliver presentations to the Board of Directors, to the Community Advisory Committee, and at other public meetings.
- Participate in improving technical processes to address business needs.
- Perform other related duties and responsibilities as required.

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

- A working knowledge of rate design principles and practices and cost of service accounting methods and procedures.
- Advanced knowledge and skills in MS Excel. Familiarity 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.
- Understanding and experience using analytical concepts and statistical techniques: hypothesis development, designing tests/experiments, analyzing data, drawing conclusions, and developing actionable recommendations.
- Experience and knowledge of statistical modeling techniques: multiple regression, logistic regression, log-linear regression, variable selection, etc.
- 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.
- The ability to write concise and accurate reports.
- The ability to make presentations before regulatory agencies and the public.

Preferred Skills & Qualifications

- Experience in rate design in the electric utility energy sector and/or supporting rate-related advocacy before a Public Utilities Commission.
- Working knowledge of dynamic rate and/or large load rate designs.
- Ability to strongly represent the organization in various professional engagement settings from local to national convenings (conferences, workshops, executive meetings, etc.).

Education & Experience

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

A bachelor's degree from an accredited university in business, economics, engineering, mathematics, or a related field and two-to-three years of experience in electric utility/Community Choice Aggregation rate design, finance/risk management, or in a closely related field. An advanced degree can replace up to two years of experience.

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. Occasional local travel and reliable transportation to attend Community Power public meetings, events and workshops on an as-needed basis is required.

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 \$84,900 - \$110,400 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](https://job-boards.greenhouse.io/SanDiegoCommunityPower) or by clicking "View Open Positions" on Community Power's "Careers" webpage: SDCommunityPower.org/Careers.

