



**POSITION: SENIOR ASSOCIATE, US PROGRAM [RATE DESIGN FOCUS]  
LOCATION: US**

**JOB SUMMARY:**

This position calls for: (a) performing research and policy analysis, and formulating solutions to energy, environment, and economic challenges; (b) discerning, developing, demonstrating, and explaining optimal approaches to resource compensation in the context of power sector transformation; (c) providing technical and other assistance directly to government decision-makers; and (d) providing outreach via multiple channels including writing papers and blog posts, preparing presentations and speaking publicly, using social media effectively, and convening meetings. Success in the job will require prior experience in analyzing or preparing utility cost-of-service and rate design studies. The senior associate will generally collaborate with principals on projects they are leading but may independently lead projects or specific aspects of projects. Reporting to RAP's US program director, the senior associate will be a key contributor to RAP's US team and the organization overall.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Analyze policy developments in areas relevant to RAP's work. These areas may include power sector transformation, performance-based regulation, transactive energy, beneficial electrification, distributed energy resources, distribution system planning, energy efficiency, renewable energy, competitive electricity market design, transmission, grid modification, rate design, and energy-related climate and environmental regulation. This work will require, among other things, researching and writing policy and technical briefs, undertaking critical analysis, preparing reports and postings, messaging on social media, and making presentations to groups.
- Support field activity as assigned. This may include attending conferences and workshops, making presentations, networking, identifying and developing opportunities for meaningful engagement, and providing direct technical and policy assistance to relevant stakeholders, in addition to supporting principals in their program work.

- Support field staff by collaborating with principals in designing and conducting advisory processes and meetings, doing necessary research, drafting or improving written and presentation materials, and assisting otherwise as needed.
- Participate in substantive meetings and strategic planning for RAP's US Program.
- Organize events such as workshops, seminars, and other means of information sharing among government decision-makers, advocates, and others.
- Establish and strengthen channels of communication (in-person, phone, written, and social media outreach) and influence by building effective working relationships with internal and external technical experts, allied professionals, policymakers, and other relevant stakeholders.
- Participate in RAP's network of experts and facilitate communication and information sharing across regions.

**DESIRED QUALIFICATIONS:**

- Minimum ten years' professional experience in energy, climate change, environment, or related policy fields. Regulatory or energy industry experience required.
- Minimum three years' experience in analyzing or preparing utility cost-of-service or rate design studies, preparing associated testimony, etc. Familiarity with and use of NARUC's 2016 *Distributed Energy Resource Rate Design and Compensation* manual is a plus.
- Fluency in various approaches to rate design and an understanding of the impacts that cost-of-service and rate design practices have on broader public policy goals.
- Excellent writing, verbal, and presentation skills and the ability to clearly communicate complex policy issues to both technical and non-technical audiences. Experience with energy sector technical and energy policy issues supporting clean technologies, particularly energy efficiency, renewable energy, and beneficial electrification. Strong research, organizational, and interpersonal skills and a demonstrated ability to work effectively both in teams and independently; ability to assert initiative and leadership when appropriate.

- Advanced academic degree in energy policy, energy/environmental science, economics, engineering, or a related field is preferred.
- Knowledge of the systems of accounts used by electric utilities with participation in a training program, formal or informal, on utility rate design is preferred.
- Self-motivation, self-direction, and dedication to advancing the economic and environmental sustainability of the energy sector.
- Willingness to embrace and adapt to RAP's internal systems and work effectively and respectfully with team members on projects, papers, communications, and other efforts.
- Ability to work remotely from a home office.
- Willingness to travel regularly in the US.

**EXCELLENCE IN THIS POSITION (A picture of what excellence in this position looks like, including individual components, results, and impact on the organization):**

- Continually demonstrates a depth of knowledge in the field and the ability to stay very current on developing trends, issues, and policy alternatives.
- Conceives and develops original and innovative contributions to RAP's body of knowledge and takes an active role in peer review.
- Develops excellent relationships with RAP's US team and RAP's core team members and provides outstanding support to field staff as needed.
- Demonstrates the ability to build strong relationships with our partners, offer innovative solutions, help design and communicate solutions, and support implementation of policies that improve economic and environmental sustainability.
- Demonstrates strong program management skills, utilizing staff and consultants to maximum benefit.
- Develops, directs, and delivers projects and initiatives.
- Contributes substantially to the development of project and regional strategies and participates in proposals and funder relationships that support the implementation of those strategies.

- Delivers well-received group and individual presentations, deepening relationships with diverse audiences, increasing positive awareness of RAP, and advancing constructive policy development and implementation.

**WORKING CONDITIONS:**

Home office in the US. Regular travel in the US.

**PHYSICAL DEMANDS:**

The physical demands and work environment characteristics described here are representative of those necessary to perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

- Project timelines and work volume/deadlines may often require more than 40 hours per week to complete the essential duties of this job.
- Full time including early mornings, evenings, and weekends as needed.
- Involves working at a computer for long periods of time.
- Must be willing and able to travel. Capable of regular ground and air travel.

**SUPERVISORY RESPONSIBILITIES:**

None

**REPORTS TO:**

Principal/director, US Program

**FLSA STATUS:**

Exempt