



Regulatory Assistance Project (RAP)® United States Program Director

The Regulatory Assistance Project (RAP)® is recruiting a program director for its United States program.

About RAP

RAP is an independent, nonpartisan, nongovernmental organization dedicated to accelerating the transition to a clean, reliable and efficient energy future.

We are former utility and environmental regulators, industry executives, system operators, and other policymakers and officials with extensive experience in the power sector. Our team focuses on the world's four largest power markets, responsible for half of all power generation: China, Europe, India and the United States.

RAP's global team has firsthand knowledge of the constraints and challenges policymakers face. Building on peer-to-peer relationships, RAP helps energy and air quality regulators and NGOs navigate the complexities of power sector policy, regulation and markets. Policymakers and other stakeholders depend on RAP staff for reliable and relevant information and assistance.

For more than two decades, RAP has been a leader in developing solutions to the world's most pressing power sector challenges — waste, harm to environmental and public health, high costs, inequity, reliability and security of supply.

RAP in the United States

The United States is at the forefront of a profound transition in electricity production and consumption. New energy technologies, more efficient practices and growing consumer concern about air pollution and climate change, coupled with new consumer service options and a shifting policy landscape, are transforming every aspect of the power grid. These developments imply new challenges for government.

RAP's seasoned team of former utility and air quality regulators, ratepayer advocates and technical experts brings deep experience to the most vexing issues posed by the accelerating transformation of the U.S. power sector. As trusted advisors, our experts turn complex challenges into opportunities to deploy new clean energy technologies and best practices, protect system reliability and improve environmental performance.

For more information about the Regulatory Assistance Project, please visit www.raponline.org.

About the Position: United States Program Director

The U.S. program director is responsible for all aspects of leadership, management and financial viability of RAP's work in the United States. The director will guide a team of expert professionals and provide strategic leadership and vision for RAP's U.S. work. The U.S. program director will:

- Maintain RAP's role as a thought leader in the U.S. by leading a program of research, policy analysis and the creation of solutions to power, climate and economic challenges facing government or other organizations.
- Expand the reach and influence of RAP on public policies and solutions to the most pressing U.S. energy challenges.
- Manage key relationships within the region to deliver direct assistance to decision-makers and create opportunities for RAP's continuing work.
- Provide technical assistance, outreach, writing and speaking on power regulation, energy efficiency and climate policy to various groups and organizations.
- Manage operations of the RAP U.S. team, including managing staff, consultants and budget. Work with staff on various projects, in a leadership and supporting role.
- Lead regional fundraising efforts for RAP.
- Serve on RAP's senior leadership team and report to the RAP president.

This is a full-time position, based in the U.S., with a preference for location near RAP's Montpelier, Vermont, office. Frequent U.S. travel will be required.

Professional Qualifications and Personal Attributes

The U.S. program director ideally should possess the following professional qualifications and personal attributes:

- Minimum 15 years' senior-level experience in the field of energy policy, development or regulation.
- High-level technical expertise and experience with power sector policy, including both a broad knowledge of trends in the United States and around the world and recognized in-depth professional or academic expertise in one or more subfields. Expertise in the subfields of power sector planning, renewable energy policy, distributed energy or electricity market design is preferred.
- Experience in a leadership role in one or more relevant institutions (for example, a regulatory or other policymaking body, planning agency, system operator, market operator or market monitor).
- A graduate degree in engineering, economics, policy or a related field.
- Demonstrated understanding of government and NGO involvement in energy networks, power sector decision-making and energy efficiency.
- Experience managing staff as well as project and organizational budgeting.

- Proficiency in coaching, mentoring and developing a talented team, including empowering the team to innovate and work independently and be responsible for project goals and outcomes.
- Demonstrated success in securing public sector funding and philanthropic grants.
- Leadership stature capable of engaging public and private sector leaders with the mission of the organization.
- Personal creativity and strategic vision coupled with an ability to listen to others and learn from their best ideas.
- Articulate in English, both written and spoken; proficiency in other languages is also desirable.
- Energetic and possessing impeccable integrity.

Compensation

Compensation for the U.S. program director includes a competitive base salary and an excellent package of employee benefits.

Interested candidates should submit a resume and cover letter responding specifically to the experience and qualifications being sought to: Noelle MacKay, chief operating officer, Regulatory Assistance Project, at hr@raponline.org. Refer to RAP/US PD in the subject line. Any questions or requests should also be directed to this email.

Interviews will begin in September 2019.

The Regulatory Assistance Project is an equal opportunity employer and invites individuals who bring a diversity of culture, experience and ideas to apply.

All correspondence will remain confidential.



Character Profile: U.S. Program Director

Experience

- Senior experience in energy policy or regulation; former commissioner or regulator a plus.
- Proven management experience overseeing program development, staff and budgets; experience with a virtual workplace a plus.
- History of navigating political or economic environments associated with U.S. climate and energy policy.
- Track record of success in developing and implementing energy solutions.
- History of working in a variety of states or regulatory contexts.
- Proven ability to successfully manage change within an organization.
- Track record of fostering a spirit of teamwork and unity among staff that allows for respectful and vigorous disagreement over ideas; conflict and quick conflict resolution; and appreciation of the diversity of the team as well as the importance of supportiveness and working effectively together.

Skills

- Build and maintain respectful and productive professional relationships.
- Embrace and enjoy hands-on management of a creative, experienced team; highlight innovation and big ideas, and support staff to grow and succeed.
- Communicate dynamically (writing and oral).
- Work with a team to develop a vision and success at implementing that vision.
- Work with a team to develop a strategic direction and outline a program of work and priorities that deliver impact.

- Demonstrate a knowledge base spanning several key energy policy areas, with particular importance on power sector transformation, utilities and markets.
- Delegate responsibility and expect accountability and regular feedback.
- Consciously create a workplace culture that is consistent with RAP's and emphasizes shared mission, vision and values of the organization.

Qualities

The U.S. program director will be passionate about RAP's mission and have the ability to:

- Make decisions informed by the team's collective vision.
- Manage and inspire in a friendly and positive way.
- Facilitate productive debate among team members.
- Think creatively, embrace innovation and find the lessons in failure.
- Think strategically and tactically without partisanship.

RAP is also looking for a leader who listens well, is inclusive and friendly and has a sense of humor.