



POSITION: MANAGING PRINCIPAL, U.S. PROGRAM

REPORTS TO

U.S. program director

LOCATION: Remote within the U.S. Regular travel in the U.S.

COMPENSATION & BENEFITS

RAP recognizes the hard work and dedication of its staff members and provides best-in-class total rewards with generous paid time off (up to 33 days combined), comprehensive health & wellness package, flexible work arrangements, and a competitive salary range in alignment with the market of \$150,00-177,000.

SUPERVISORY RESPONSIBILITIES

Will have managerial responsibility for the assigned team, including principals.

FLSA STATUS

Exempt

ABOUT RAP

The Regulatory Assistance Project (RAP)[®] is an independent, global, nongovernmental organization advancing policy innovation and thought leadership within the energy community. RAP works toward a clean, reliable, equitable and cost-efficient energy future. RAP provides clarity, vision and new ideas to decision-makers and the broader energy community by developing and sharing global best practices tailored to local priorities, acting as a trusted advisor to support implementation. RAP's team focuses on the world's four largest power markets, responsible for half of all power generation: China, Europe, India and the United States.

Technological advances and dramatic declines in cost are creating new opportunities to improve the economic efficiency of the power sector, reducing its environmental footprint while improving customer welfare. The rapidly evolving power sector holds the promise of cleaner and more customer-centric energy use — if policymakers update and adapt the regulatory paradigm.

RAP's global team has firsthand knowledge of the constraints and challenges policymakers face and applies its collective insight to anticipate what they will face in the future. Building on peer-to-peer relationships, RAP helps energy and air quality decision-makers and stakeholders navigate the complexities of climate and power sector policy, regulation and markets. They see RAP as a trusted source of reliable and relevant information and assistance.

For more than three decades, RAP has been a leader in developing solutions to the world's most pressing power sector challenges. In the next five years, RAP will focus on key policy areas to drive a more efficient and equitable decarbonized energy future and to ensure a sustainable and just transition. RAP will do what it does best: develop answers to the questions regulators and other decision-makers are asking (or should be asking); change the narrative; and leverage partnerships to accelerate change. RAP's key policy areas build on past work and complement each other:

- Accelerate electrification of buildings and transportation.
- Accelerate the phaseout of gas infrastructure.
- Remove barriers to distributed energy resources.
- Decarbonize the electric grid.

For more information on RAP, including our thought leadership and publications, please visit our website: <https://www.raponline.org/about>.

JOB SUMMARY

The managing principal shares responsibility for the leadership, management and financial viability of RAP's work in the United States, including the overall direction and management of RAP's U.S. program planning, policy initiatives, outreach and technical assistance efforts, and resource development.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The managing principal will work closely with the U.S. program director. Duties and responsibilities include:

Program and Staff Management: Under the guidance of the U.S. and in consultation with the U.S. team staff, manage a portfolio of programs and projects, including deliverables, budgets, and team resourcing. Core responsibilities include:

- Develop short- and long-term goals for the core work pillars.
- Manage a program portfolio and ensure goals are met by completing high-quality deliverables while maintaining in-line budgets and appropriate staff resourcing.
- Monitor staff skills and progress and, with U.S. director, staff development needs.
- Within the program portfolio, ensure that key relationships with government, corporate and nongovernmental organization leadership are developed and maintained to facilitate RAP's mission.

Thought Leadership:

- Continue development of RAP’s thought leadership on solutions to power, climate and economic challenges facing governments and partner organizations.
- Make space for developing the team’s thought leadership and innovation.
- Ensure high-quality, cutting-edge thought leadership through design and review of research papers, and other publications.
- Actively support the development of RAP’s research capability and presence in energy regulatory policy.
- Speak at and participate in select conferences, representing RAP.

Fundraising:

- Assist U.S. program director and development manager with fundraising, particularly for assigned projects and initiatives.
- Develop and sustain relationships with existing and future funders.
- Help develop grant and contract proposals, including budgets and deliverables.

MINIMUM QUALIFICATIONS:

- Experienced manager, ideally with over 10 years of experience and a track record of building and managing a program and team.
- Understanding of the energy sector, with 10 years’ experience.
- Verifiable regulatory experience with understanding of the energy sector including electricity verticals from generation to distribution, regulatory structures including state commissions and other statutory bodies and experience in either policy or docket development.
- Understanding of government and NGO involvement in energy decision-making.
- Experience speaking publicly and to groups about complex issues related to energy regulation.
- Dedication to advancing economic and environmental sustainability and equity in the energy sector.

DESIRABLE SKILLS AND ATTRIBUTES

- History of innovation and thought leadership.
- Experience leading a regulatory or policy group.

EXCELLENCE IN THIS POSITION (A picture of what excellence in this position looks like.

Describe individual components, results, and impact on the organization)

- Continually demonstrated depth of knowledge in the field and the ability to stay current on the latest trends, issues and policy alternatives.
- Demonstrated ability to develop strong relationships with stakeholders, help design innovative solutions and support implementation of policies that meet RAP’s mission.

- Capacity and demonstrated ability to conceive and execute tactics consistent with elements of the RAP strategic plan.
- Demonstrated strong program management skills, utilizing staff and consultants to maximum benefit.
- The development of excellent relationships with funding sources and other nongovernmental organizations.
- The development of excellent relationships with RAP's headquarters and communications teams.
- The ability to foster inclusive working environments in which feedback is given and received.

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 accommodation may be provided to enable qualified individuals with disabilities to perform these functions.

- Must be able to remain in a stationary position most of the time.
- Capable of regular travel by various modes of transport.