



## **POSITION: Senior Associate, United States**

### **Focus Area: Rate Design**

#### **LOCATION**

Remote within the U.S., regular domestic travel expected.

#### **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), a comprehensive health & wellness package, flexible work arrangements, and a competitive salary range in alignment with the market of \$109,858-126,565.

#### **ABOUT RAP**

The Regulatory Assistance Project (RAP)<sup>®</sup> 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**

This is an exciting opportunity to work on cutting-edge clean energy topics as part of a collaborative team. The senior associate will contribute to RAP's global effort to disseminate energy policy best practices. The position will focus on collaborating with US team members on written materials and projects and may offer the opportunity to independently lead projects. The position will provide expertise and professional experience in rate design, electric transmission, and/or the gas transition to help guide RAP's work in the U.S. and to deliver policy and technical assistance to governmental and industry decision-makers. The position requires the ability to think critically and develop thoughtful recommendations based on careful comparative analysis; it also requires excellent writing abilities. The senior associate will join a talented team based across the United States and may have opportunities to contribute to RAP's work in Europe, China, India and other places.

The structure of prices has a profound impact on the choices made by customers, utilities, and other electric market participants. These designs can either encourage or discourage usage at certain times of the day, which in turn affects resource selection and utilization choices. It can also affect the amount of electricity customers consume and their attention to conservation. These choices may have indirect consequences in terms of total costs and benefits to society, environmental and health impacts, and the overall economy. RAP has written extensively on rate design and seeks an individual to continue working on advancing principles of rate design.

An individual interested in this focus area may demonstrate proficiency across the following:

- Analyze policy development in the areas of rate design and rate making. This work will require, among other things, researching and writing policy and technical briefs, undertaking critical analysis, preparing reports, engaging on social media and making presentations.
- Minimum three years' experience in analyzing and/or preparing utility costs of service or rate design studies.
- Involvement and/or familiarity with authoritative rate design resources including, the 2016 NARUC manual - Distributed Energy Resource Rate Design and Compensation - a plus.
- Fluency in different approaches to rate design and an understanding of the impact that cost of service and rate design has on achieving broader public policy goals.
- Experience with energy sector technical and one or more energy policy issues with focus on rate design.
- Knowledge of the systems of accounts used by electric and gas utilities with participation in a training program, formal or informal, on utility rate design preferred.

## **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Help create public policy ideas, select best practices for public and industry consideration and open opportunities to affect public policymaking throughout the region.
- Work with the program director, team members and others in substantive strategic and project planning and outreach to government agencies, regulatory bodies, power and gas enterprises, and nonprofit advocacy organizations.
- Analyze policy development in the area of rate design, rate making, gas transition and/or transmission. This work will require, among other things, researching and writing policy and technical briefs, undertaking critical analysis, preparing reports, engaging social media and presenting before diverse audiences.
- Provide continual, substantive engagement, technical assistance and leadership on various initiatives and work closely with partner organizations, government agencies and other institutions to build capacity.
- Participate in substantive meetings and strategic planning for RAP's U.S. Program.
- Support program activity as assigned. This may include organizing or attending conferences and workshops, making presentations, networking, and identifying and developing opportunities for meaningful engagement.

- Establish and strengthen channels of communication (in-person, phone, written and social media) 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.
- Develop and sustain relationships with key government, corporate and NGO leadership to facilitate future work for RAP.

## **QUALIFICATIONS AND PERSONAL ATTRIBUTES**

- Advanced academic degree in economics, engineering, law, energy policy, energy/environmental science or a related field or equivalent experience.
- At least 8 years' professional experience in energy, climate, environment or related policy fields. Regulatory or energy industry experience required. Seen as a respected peer by current leaders of energy regulatory organizations.
- Excellent writing, verbal and presentation skills and the ability to clearly communicate complex policy issues to both technical and non-technical audiences.

## **HELPFUL SKILLS AND QUALIFICATIONS**

- Willingness to embrace, learn and adapt to RAP's internal systems and work effectively and respectfully with team members.
- Self-motivation and dedication.
- Broad understanding of the economic, political and technical conditions shaping U.S. policies for clean energy transition.
- Experience with energy sector technical and energy policy issues supporting clean technologies, particularly energy efficiency, renewable energy and 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.
- Experience with managing projects.
- Proficiency with social media platforms.

## **EXCELLENCE IN THIS POSITION**

- Continually demonstrates a depth of knowledge in the field and the ability to stay 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 regional teams and headquarters team members and provides outstanding support to U.S. team members as needed.
- Demonstrates the ability to build strong relationships with our partners and stakeholders, 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.

## **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.

- Able to work at a computer for long periods.
- Capable of regular travel by various modes of transport.
- Full-time and flexible including early mornings, evenings and weekends as needed.

## **SUPERVISORY RESPONSIBILITIES**

None

## **REPORTS TO**

U.S. Program Director

## **FLSA STATUS**

Exempt

## **RAP'S COMMITMENT TO JUSTICE, EQUITY, DIVERSITY AND INCLUSION**

RAP team members are hired and compensated based on job-related qualifications and abilities. We strive to provide a work environment that allows our team members to feel safe and respected. We value the dignity and worth of each individual and do not

tolerate any form of employment discrimination, including harassment, and any mistreatment due to race, color, sex, gender, age, religion or religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military or veteran status, or any other characteristic protected by law.

RAP provides reasonable accommodation to qualified individuals with disabilities or based on a sincerely held religious belief, in accordance with applicable laws. If you need to inquire about accommodation or need assistance with completing the application process, please email [hr@raponline.org](mailto:hr@raponline.org).