



POSITION: DIRECTOR, INDIA PROGRAM

India is charting an ambitious course for its energy future, setting bold targets for renewable energy deployment, green hydrogen production, and the expansion of distributed energy resources and electrification. This transformation comes at a time of rapid economic growth, which will drive a significant rise in energy demand. By 2035, peak electricity demand is expected to reach 446 GW, while cooling demand is projected to increase six-fold, adding further complexity to the country's energy landscape.

To navigate these challenges, India must rethink how its entire power sector is planned and operated. Modernizing transmission and distribution networks, alongside regulatory and business model reforms, will be essential to accommodate large shares of renewable energy, enhancing demand-side flexibility and ensuring system resilience. In this evolving energy landscape, there is a growing demand for technical expertise to drive grid modernization, infrastructure development, and effective policy implementation.

ABOUT RAP

Regulatory Assistance Project (RAP)® is an independent, global non-governmental organization with a mission of advancing policy innovation and thought leadership within the energy community. Our vision is to create a clean, reliable, equitable and cost-effective energy future for all. RAP focuses most of activities in the U.S., China, Europe and India.

RAP has been a key contributor to India's power sector transformation for over 16 years, providing expertise to policymakers, regulators, and decision-makers. Since launching its formal India program in 2008, RAP has played a crucial role in shaping progressive energy policies, including supporting NITI Aayog's clean energy targets and advising authorities at Central and State level.

RAP's approach focuses on providing strategic technical assistance, capacity building, outreach, and thought leadership to empower decision-makers with the knowledge and tools needed for energy sector reform. We facilitate knowledge-sharing between global experts and Indian stakeholders, conduct training programs, and build consensus among diverse groups. Through research and policy engagement, RAP anticipates future challenges and develops innovative, practical solutions tailored to India's needs. As a trusted advisor, RAP not only offers guidance on implementing reforms but also

fosters stakeholder collaboration to drive durable, systemic change in India's power sector.

A few examples of our current projects in India are:

- Designing and implementing a Demand Side Response program, which could be replicable and scalable at a nationwide level
- Highlighting the economy-wide benefits of energy efficient, grid interactive buildings
- Shedding light on the benefits that wide-spread use of financial derivatives for thermal and renewable generators could bring to the Indian wholesale market

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

FLSA STATUS

Full-time, exempt, not eligible for overtime

REPORTS TO

Chief Executive Officer

SUPERVISORY RESPONSIBILITIES

Will have managerial responsibility for the assigned team members.

FLSA STATUS

Exempt

LOCATION

Delhi or Mumbai; regular travel within India and internationally for conferences, meetings, and partner engagement is expected.

JOB SUMMARY

The Regulatory Assistance Project (RAP)'s accomplished and strategic Director of the India Program leads and expands our work in India's energy policy landscape. As a key member of RAP's senior leadership team, the Director will be responsible for building out RAP's presence in the country, identifying and fostering strategic partnerships, and providing thought leadership to advance clean, reliable, equitable, and cost-efficient energy solutions.

They will bring deep expertise in energy policy, strong leadership capabilities, and a track record of working with key stakeholders in India's power sector at Central and

State level. This role will require a visionary leader capable of shaping RAP's India strategy, growing the team, and representing RAP at high-profile forums. The India Director will report to the RAP CEO.

This position offers a unique opportunity to drive meaningful change in India's energy transition while working alongside global experts in a mission-driven organization.

ESSENTIAL FUNCTIONS

- **Strategic Leadership:** Maintain and enhance RAP's role as a thought leader in India by leading a program of research, policy analysis, and the creation of solutions to energy and climate challenges facing government or other organizations.
- **Impact and Influence:** Expand RAP's reach by engaging with decision-makers and stakeholders to advance public policies and practical solutions to India's pressing energy issues.
- **External Engagement:** Manage key relationships within the country to deliver direct assistance to decision-makers and create opportunities for RAP's continuing work.
- **Thought leadership:** Shape the Indian energy agenda through technical assistance, outreach, writing, and speaking on power regulation, building decarbonisation, cooling, energy efficiency, transport, and gas policy to various groups and organizations.
- **Operational Excellence:** Manage operations of the RAP India team, including managing staff, consultants, and budget.

CORE COMPETENCIES

- Relentless Drive for Impact; A deep commitment to transforming the energy sector, with the persistence and determination to drive meaningful change in complex and evolving environments.
- Experience managing staff as well as project and organizational budgeting
- Executive leadership presence, 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
- Energetic and engaging
- Impeccable integrity

MINIMUM QUALIFICATIONS

- Advanced degree in Energy Policy, Public Policy, Economics, Engineering, Environmental Science, or a related field.
- Minimum of 15 years of experience in energy policy, regulatory affairs, or clean energy advocacy.
- Demonstrated leadership experience, preferably in a policy, nonprofit, regulatory or research organization.
- Strong working proficiency in English, proficiency in Hindi and/or other widely spoken languages in India preferred
- Strong network within India's energy sector, including relationships with government agencies, regulators, and civil society.
- Proven track record of securing funding and managing program budgets.

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 made 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.

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.

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, comprehensive health & wellness package, flexible work arrangements, and a competitive salary range in alignment with the market.