POSITION ANNOUNCEMENT
SENIOR VICE PRESIDENT OF PROGRAMS

Location: San Francisco, CA; Las Vegas, NV; Chicago, IL; Raleigh, NC; or Washington, DC
Reports To: Chief Executive Officer
Supervises: 2-4 Staff
Apply By: October 15, 2020

ABOUT ENERGY FOUNDATION

Energy Foundation’s mission is to secure a clean and equitable energy future to tackle the climate crisis. We envision a healthy, safe, equitable economy powered by clean energy. We believe a thriving clean energy economy can create sustainable opportunities, spur innovation, and protect our climate—for today and future generations.

Energy Foundation supports education and analysis to promote non-partisan policy solutions that advance renewable energy and energy efficiency while opening doors to greater innovation and productivity—growing the economy with dramatically less pollution. For nearly 30 years, Energy Foundation has supported grantees to help educate policymakers and the general public about the benefits of a clean energy economy. Our grantees include business, health, environmental, labor, equity, community, faith, and consumer groups, as well as policy experts, think tanks, universities, and more.

We are a complex, multi-site, multicultural nonprofit organization with big plans for the future. Under the leadership of our CEO, Energy Foundation has embarked on a major strategy refresh, a prioritized commitment to Diversity, Equity and Inclusion (DEI), and rapid geographic expansion.

Our comprehensive approach advances energy efficiency and renewable energy in the power, transportation, and buildings sectors. Our programs focus on developing innovative policies and campaigns to help propel clean energy development in these sectors. The Venues team is a cross-disciplinary team of policy, communications, and campaign experts dedicated to advancing strong state and regional climate and clean energy policies. The
Policy team works to deliver strategy and network support services to our issue-focused grantees and funding partners. And the Strategic Communications team develops powerful narrative and communications strategies designed to build support for our work regionally and nationwide.

Energy Foundation’s founding office is in San Francisco, CA, with regional offices in Raleigh, NC; Chicago, IL; Washington, DC; and Las Vegas, NV.

POSITION SUMMARY

The Senior Vice President of Programs (SVP of Programs) is charged with leading programs to fulfill Energy Foundation’s (EF’s) mission of securing a clean and equitable energy future to tackle the climate crisis. The SVP reports directly to the Chief Executive Officer and is a member of EF’s management team.

The person in this role is strategic, collaborative and has an interest in and passion for EF’s mission, values and commitment to centering DEI.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The SVP’s responsibilities include, but are not limited to, the following:

- **Strategy Development.** Lead the development of EF’s program strategy, working with program staff, the board, and external partners to synthesize an ambitious plan that integrates policy, campaign, and communications thinking across both regions and issues.

- **Diversity, Equity, and Inclusion (DEI).** Advance EF’s DEI work through program strategy, management practices, and organization-wide leadership.

- **Fundraising.** Help secure the resources needed to advance EF’s program strategy in partnership with the Strategic Partnerships team, program staff, and the CEO.

- **Staff Management.** Create a culture of strong, supportive management in the approximately 50-member U.S. Programs Team working across Policy; Public Engagement/Campaigns; States and Regions; and Strategic Communications. Work closely with the Vice Presidents of each team to ensure supervision focuses on enhancing DEI; promoting performance management and individual growth; and mentoring and coaching.

- **Cross-Team Collaboration.** Coordinate with the SVP of Operations and SVP of Strategic Partnerships to ensure strong integration of program work with operations and fundraising activities.
• **Organizational Leadership.** Serve on the organizational Management Team, develop organization-wide policies and decisions, and advance EF’s culture.

**QUALIFICATIONS**

• A minimum of 15 years professional experience that includes significant program leadership, strategic planning, and management in the nonprofit advocacy space focused on areas such as health, justice, community organizing and campaigns.

• A minimum of 3-5 years of that professional experience in U.S. climate and/or clean energy policy advocacy.

• Demonstrated executive-level experience in strategic decision-making and management, preferably in a complex, multi-site, and multi-cultural organization.

• Experience participating in or leading Diversity, Equity, and Inclusion initiatives. A demonstrated commitment to contributing meaningfully to a workplace where equity and inclusion are core values in our internal and external work.

• Experience supporting fundraising from individual and/or grant-making entities.

• A degree in business, nonprofit management, public policy, health or related subjects or experience in excess of the minimum requirements.

**KEY ATTRIBUTES**

• Solutions-oriented, equity-centered problem-solver who is committed to working collaboratively in a diverse, dynamic, and complex environment with a combination of local, regional, and national staff and partners.

• Curious and emotionally intelligent with excellent convening, relationship- and trust-building skills bringing together people from diverse backgrounds and cultures.

• Excellent communication skills; ability to present complex information in inspiring and meaningful ways to a variety of audiences, including internal staff, funders, other stakeholders, and grantees.

**PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.
Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is required to spend extended hours at the computer. This position may require moderate travel, when it is safe/advisable to do so.

**WORK ENVIRONMENT**

All Energy Foundation Staff are working remotely through the remainder of 2020. While we anticipate returning to our offices some time in 2021, we will only do so when we can ensure the health and safety of our staff.

This position may be based in any of Energy Foundation’s offices (San Francisco, CA; Las Vegas, NV; Chicago, IL; Raleigh, NC; or Washington, DC). Candidates should already be based in or willing to relocate to any of those regional locations, once it is safe/advisable to do so. The office environments include some shared workspace, some individual offices, shared kitchen facilities, with moderate noise levels and a collegial atmosphere. On occasion, there are activities or events after work hours.

Energy Foundation is an equal opportunity employer and all qualified candidates are encouraged to apply.