CHIEF EXECUTIVE OFFICER

Salary Range: To be updated after the SVCE Board meeting on September 13, 2024

ABOUT US
Silicon Valley Clean Energy (SVCE) is a not-for-profit, community-owned joint powers authority providing clean electricity from renewable and carbon-free sources to more than 288,000 residential and commercial customers in 13 Santa Clara County jurisdictions. SVCE has investment-grade credit ratings from S&P and Moody’s Investor Services.

The mission statement of SVCE is, “Reduce dependence on fossil fuels by providing carbon free, affordable, and reliable electricity and innovative programs for the SVCE community.”

SVCE provides electric service as a CCA under the CPUC Code Section 366.2. SVCE has the rights and powers to set rates for the electricity it furnishes, incur indebtedness, and issue bonds or other obligations. SVCE is governed by a board of directors consisting of elected representatives from each jurisdiction. SVCE has a local rate-setting process in which its board has authority to raise rates to grow annual revenues and reserves, if needed. As a public agency, net revenues are returned to the community to keep rates competitive and promote clean energy programs. Silicon Valley Clean Energy is advancing innovative solutions to fight climate change by decarbonizing the grid, transportation, and buildings.

SUMMARY DESCRIPTION
The Chief Executive Officer (CEO) reports to the Board of Directors and is responsible for strategic leadership of the organization, including management of power supply planning and procurement, finance and rates, local energy and decarbonization programs, energy services and customer relations, strategic development, administrative services, and regulatory and legislative affairs.

The CEO represents SVCE to a variety of boards, committees, and commissions, and in public hearings and meetings. Additionally, the CEO provides frequent communication and maintains positive relationships with SVCE’s member agencies, customers, private businesses, regulatory agencies including the California Public Utilities Commission (CPUC), California Energy Commission (CEC), California Independent System Operator (CAISO), California Air Resources Board (CARB), California Community Choice Association (CalCCA), Pacific Gas & Electric company and other IOUs, and other key stakeholders.

THE IDEAL CANDIDATE
The ideal candidate is a well-respected, dynamic, and influential leader with a history of driving results and helping organizations and teams successfully achieve their mission. The ideal candidate has a broad leadership skill set that they match to various situations, from strategic, to operational, to emergencies, to personnel-related. They possess strong business acumen, exceptional communication skills, and must be committed to achieving SVCE’s mission.

The ideal candidate must also be committed to fostering a collaborative, customer-focused, continuous-learning, and high-performance culture within all departments and all employees.
of the agency. They should be passionate about making SVCE an innovative and rewarding workplace for all employees.

The CEO is proactive in developing a variety of communication methods with individual Board members and the Board as a whole, ensure the Board is oriented, educated and up-to-speed with various issues so they can set policy for the organization and carry out their Board responsibilities efficiently and effectively.

This experienced professional has an insider's understanding of the complex California energy industry and all its nuances. They are well-connected and stay abreast of technological and regulatory changes. This individual will be politically savvy and understands the important role that each one of their member organizations plays in contributing to the overall success of SVCE. They cultivate and maintain positive, productive partnerships and advocate transparency. They take their fiduciary responsibility seriously and have the skill and experience to effectively manage the organization's finances. With respect to leadership style, the ideal candidate is inclusive and collaborative. They have experience with organizational development and a firm grasp of modern systems and thought processes, to lead a dynamic organization.

Candidates should also possess:

Knowledge of modern and highly complex principles and practices of municipal government administration, organization, functions, and services.

Experience collaborating with external partners and stakeholders, regulators, public and investor-owned utilities, energy services and power suppliers and local advocacy organizations.

Knowledge of principles and practices, methods and technical requirements of utility management, organization, administration, financing, pricing, and community relations.

Knowledge of techniques for effectively representing SVCE with governmental agencies, interest groups, community groups, public and representatives of professional, regulatory, legislative and media groups.

Ability to identify and respond to issues, concerns, and needs of the Board, member agencies and the community.

Ability to develop risk management strategies, policies, and contingency plans to address changing needs.

KNOWLEDGE, SKILLS, AND ABILITIES

- Recognize and resolve problems of a sensitive or political nature.
- Perform strategic planning and development of work plans.
- Analyze complex employment situations, assess benefits, and potentially provide proposed action and alternatives, and make effective recommendations to implement or ensure implementation of recommendations.
- Analyze, collect, interpret, and evaluate a variety of complex qualitative and quantitative data; compute cost/benefit ratios; project costs.
- Manage a variety of simultaneous work projects to meet established timetables and commitments.
- Effectively communicate, both orally and in writing, including making presentations of findings, recommendations, and policies orally or in writing to Board members, department directors, and employees.
- Prepare clear and concise reports, policies, procedures, correspondence, and other
written materials.

- Demonstrate knowledge of methodologies to develop strong teams, collaboration, and a positive work culture.
- Use of technology to improve processes and lower cost.

REQUIRED QUALIFICATIONS

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Typically, a bachelor's degree from an accredited college or university in business, public administration, engineering, or a related field and ten plus years of progressively responsible experience in energy/utility agencies, with at least five years’ experience supervising professional staff. Experience working in the energy sector is essential. Additional certifications or training in managerial and leadership techniques are highly desirable.

- Managerial experience in a public agency is desirable.
- Five years of broad and extensive experience in a management position responsible for the formulation and implementation of programs, budgets, and administrative operations.
- Significant executive level leadership in the public or private sector.

LICENSES: Possession and continued maintenance of a valid class C California driver’s license with a safe driving record is required to operate company vehicles.

SALARY and BENEFITS

- The starting salary will be commensurate with the experience, qualifications, and skills. SVCE offers a competitive benefits package, including PARS Retirement System pension and medical, dental, and vision.
- PARS Retirement: Employer Match Retirement System of 10%
- Voluntary Deferred Compensation 457 Plan up to IRS annual limits
- $1,500 Monthly Allowance towards Health Insurance, Dental, Vision & EAP for employee and dependents.
- 4 weeks Paid time off (PTO) for the first year with 8 hours additional per year after the first year up to the tenth year of employment
- Holidays - 11 days per year
- Holiday shut-down leave between Christmas and New Years Day
- $2400 employer paid annual contribution towards Flexible Spending Account (FSA)
- $6,000 employer paid annual contribution towards Health Reimbursement Account (HRA) OR employee may elect to have SVCE contribute $4,800 annually towards a Health Savings Account (HSA) that can be used for qualified health care expenses. Balance can be invested and stays with employee after separation.
- $600 annual reimbursements towards Employee Health and Wellness.
- Tuition reimbursement of up to $5,000 per year for qualified expenses

COVID-19: SVCE currently requires all employees to provide proof of vaccination or qualified exemption for COVID-19

HYBRID WORK STRUCTURE: SVCE currently maintains a hybrid work structure, with all employees expected to attend regular in-person meetings near the main office in Sunnyvale. The CEO is expected to be based in the San Francisco Bay Area and available to meet, as often as needed, with Board members, community members and employees for
face-to-face meetings.

PHYSICAL AND WORKING CONDITIONS
The physical and mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions.

ENVIRONMENT: Work is performed in a typical office setting with exposure to computer screens and at public events (fairs, meeting rooms, farmers’ markets, etc.) with moderate noise and will require some evening and weekend work. The noise level in the work environment is usually typical of an office environment and public events.

PHYSICAL: While performing the duties of this class, employees are regularly required to sit, walk, and stand; talk or hear, in person and by telephone; reach with hands and arms. Employees are occasionally required to walk, and stand for prolonged periods; stoop, bend, kneel and twist; and may lift up to twenty pounds. Employees must be able to communicate in person, in writing, and by telephone with Board members, management, co-workers, vendors, consultants, and with the public in face-to-face, one-on-one, and group settings.

VISION: See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents; and operate assigned equipment.

HEARING: Hear in the normal audio range with or without correction.

-----SVCE IS AN EQUAL OPPORTUNITY EMPLOYER-----

If interested in applying, please send a cover letter explaining why you want to work at SVCE, resume and references in complete confidence to our consultant:

The Ferneborg Group

John Ferneborg
Senior Partner
San Mateo, CA

resume@execsearch.com