



# ENERGY TRUST OF OREGON

## DIRECTOR OF ENERGY PROGRAMS SEARCH

### About Us

Energy Trust of Oregon is an independent nonprofit organization dedicated to energy efficiency and renewable energy development. We serve 1.6 million Oregon customers of Portland General Electric, Pacific Power, NW Natural, Cascade Natural Gas and Avista. These customers are renters, homeowners, commercial business owners, property managers, schools, agricultural operations, small to large industrial facilities and communities.

Since 2002, customers have saved \$3.4 billion on energy bills from efficiency retrofits, high-performance new construction and renewable energy systems installed at 718,000 locations and purchased through retail and distributors. These dollars recirculate in Oregon's economy, driving broader economic benefits for all.

Energy Trust is overseen by the Oregon Public Utility Commission and is accountable for meeting annual minimum performance measures set by the commission.

A non-stakeholder, volunteer board of directors sets the strategic direction, policies and annual budgets, and offers independent perspectives.

Energy Trust is committed to the principles of diversity, equity and inclusion. We strive to create a culturally attentive organization by reaching out to diverse candidates who will contribute a range of perspectives, experiences, skills and ideas to how we work, our programs and our services to best serve, reach and reflect the rich diversity of the customers we serve.

### VISION

Clean, affordable energy for everyone.

### PURPOSE

We help customers and communities reduce costs and realize additional benefits by saving energy and using renewable resources.



## About the Director of Energy Programs Position

We're looking for a visionary, innovative, strategic and collaborative individual to lead and advance Energy Trust's energy efficiency and renewable energy programs into the dynamic energy future. The Director of Energy Programs is a senior leadership position at Energy Trust, managing the organization's program teams in the direction, design and implementation of all of the organization's energy efficiency and renewable energy programs. The Director of Energy Programs reports directly to the Executive Director and is a member of the executive management team.

## Essential Functions

### This position will be responsible for:

- Providing vision, strategy, passion and leadership for multiple energy efficiency and renewable energy programs.
- Overseeing management of a significant program budget; for example, in 2021, program budget included \$115 million for incentives and \$56 million for delivery, out of a total organization budget of \$206.5 million.
- Motivating, supporting, supervising and mentoring senior program managers and a staff of approximately 50 to inspire creativity, as well as creating a culture of inclusion, collaboration and innovation.
- Fostering and developing culturally informed relationships with and services for a wide range of customers and stakeholders, including BIPOC, urban and rural communities and low-income customers.
- Leading and guiding programs with a strong equity lens to ensure program access and participation for all and to overcome structural and systemic barriers to participation.
- Along with the Executive Director and the entire executive leadership team, driving the strategic vision of the organization.

## What We're Looking For

### We're seeking candidates who possess the following experience and attributes:

- A high level of intellectual curiosity and a desire to explore new ideas and innovative approaches to solving problems.
- Strong program design and implementation skills and experience grounded in an understanding of customer and stakeholder perspectives.
- Proven ability to effectively build relationships among diverse customers, staff and stakeholders based on professional or lived experience.
- Ability to lead and mentor large teams through periods of growth and transformation, and within a culture that embraces innovation, respect and kindness.
- Excellent communication and listening skills.
- **A passionate advocate for our vision and purpose.**



Visit [www.energytrust.org](http://www.energytrust.org) to learn more about our organization, our programs and our team.

**INTERESTED IN APPLYING? We will be accepting applications through February 3, 2021.**

Please visit [www.energytrust.org/careers](http://www.energytrust.org/careers) for the full position description and instructions on how to apply.

## GENERAL QUESTIONS?

Please contact our search consultant, Diane Thurston at **Wahl and Associates**, [diane@wahlassociatesllc.com](mailto:diane@wahlassociatesllc.com).

