

SAN DIEGO COMMUNITY POWER



INVITES YOUR INTEREST FOR THE POSITION OF:

CHIEF EXECUTIVE OFFICER

The San Diego Region

San Diego County is located in the southernmost region of California along the Pacific ocean stretching inland to the east toward high desert and mountain ranges. With a population of over 3.3 million people and 18 incorporated cities, the 4300 square mile region is the second most populous in the state of California and fifth most populous in the United States. San Diego is a unique mix of urban, suburban and rural communities, renowned for idyllic Mediterranean/semi-arid climate, 70 miles of pristine coastline, a strong US Naval presence, and a dazzling array of world-class family attractions.



Organization and Governance

San Diego Community Power (“SDCP”) is a California Joint Powers Agency formed on October 1, 2019 for the purpose of providing a Community Choice Aggregation (“CCA”) program which will serve approximately 930,000 residential and commercial electric accounts (7,200 GWh) in five communities including the Cities of Chula Vista, Encinitas, Imperial Beach, La Mesa and San Diego. Through its CCA, SDCP will offer communities a pathway to 100% clean energy while also providing consumers energy choice and affordable electric rates.

Community Choice Aggregation (CCA) is a statewide program that allows cities, counties and other qualifying governmental entities to purchase and/or generate electricity for their residents and businesses. Once SDCP begins service operations, anticipated in Spring 2021, SDCP will purchase and/or generate electricity for its customers while SDG&E continues to deliver the electrical power and provide meter reading, billing, and line maintenance services. Customers will not notice any change other than a line item on their utility bill that replaces the SDG&E electric generation charges. For more information on SDCP and its plans, please visit www.sdcommunitypower.org.

SDCP is governed by a five-member Board of Directors, which consists of one primary Board member and one alternate Board member from the governing body of each participating jurisdiction in SDCP. The Board has elected a Chair and Vice Chair and has established two standing committees – a Finance and Risk Management Committee and a Community Advisory Committee. The Board may choose to expand should additional communities within San Diego County decide to join SDCP in the future.



The Board is publicly accountable to SDCP ratepayers and hosts monthly Board meetings to oversee program start-up, establish policy, determine power options, set and approve rates, and maintain fiscal oversight. As a public joint powers agency, SDCP is designed to be fully transparent with all meetings and information open to the public.

The Position of CEO

The new CEO will be a strategic leader that provides decisive and effective leadership for all aspects of the organization. The CEO will coordinate the launch and initial operations of the agency and is ultimately tasked with building SDCP into an innovative and effective

public organization that will benefit the residents and businesses of its member cities. This includes identifying and securing existing and alternative sources of power, establishing a formal rate structure, marketing SDCP to potential customers, and creating an administrative infrastructure to “jumpstart” and operationalize the entity including hiring and managing key positions within the organization.

This exciting opportunity will offer a dynamic and entrepreneurial executive an opportunity to help shape and build a start-up agency that will positively transform electric utility service in the San Diego region. The CEO will oversee all functions of Agency administration, including, but not limited to: finance, staffing, marketing and public affairs, power planning and procurement, supply operations, local energy programs, and regulatory and legislative affairs. A key aspect of this position is to foster and maintain strong relationships with the Board, city and state governments, customers, employees, the California Utilities Commission (CPUC), and other key stakeholders.

The Ideal Candidate

The ideal candidate will be a dynamic leader, capable of inspiring and developing a creative, innovative organization. He/she will have an impressive background in energy as well as knowledge of local government and a high level of political acumen. The new leader must be a seasoned executive with impressive management instincts and the gravitas to help guide SDCP’s strategic growth. The CEO will have a strong understanding of both the administrative and operational aspects of the position and have the necessary judgment and technical ability to recommend and implement policies and programs for San Diego Community Power.



A core component of this role will be in relationship building and relationship management with SDCP’s member cities, key community stakeholders well as its Board of Directors. Additionally, the executive will have to engage effectively with members of the community in order to effectively market the agency and its mission. This role will be highly outward facing during both the launch period and once operational to ensure that all partners feel heard and that the Agency is meeting the needs of its diverse customer base.

Managing the relationship with the Board of Directors and establishing a proactively communicative relationship will be essential for building trust. The ideal candidate will have sound judgment and be able to communicate complex policy recommendations effectively to

the Board and its Committees. Another key relationship that will require ongoing attention and savvy is SDCP’s service partner, San Diego Gas & Electric.

The new CEO will also be a highly accomplished executive with a proven track record of managing complex organizations, a strong leadership record as well as an ability to recruit and mentor talent. The individual must also be highly entrepreneurial and have clear vision for the agency, building a multidisciplinary team of staff and contractors that can effectively meet the challenges facing the organization. In building for the future, the ideal candidate must also be aware of current trends in the industry, especially in areas of power markets, regulatory changes and renewable energy. The new CEO must have sound policy and political judgment in order to ensure the agency is launched effectively and that the agency follows a sound course in the years to come. This will require knowledge of CA energy markets as well as a keen awareness of the current and changing regulatory climate at the State level.

A successful candidate will have impressive executive-level experience in California energy markets, large-scale power procurement, public or investor-owned utilities, other municipal utilities, renewable power development, and/or municipal executives with relevant experience. A Bachelor’s degree in a related field and a significant level of executive level leadership in a related private or public setting is required. A Master’s degree is highly desirable.

Compensation and Benefits

San Diego Community Power will offer a comprehensive and competitive salary and benefits package commensurate with industry experience and qualifications. The benefits program is currently under development and will be finalized after the new CEO is hired. The expectation is to provide a full array of competitive employee benefits, including a defined contribution plan. Please note that this and other positions to be hired by SDCP will not include a defined benefit retirement plan.



The Process

To be considered for this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five professional references (who will not be contacted until after an interview takes place).

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The final filing date for this recruitment is: May 20, 2020.

If you have any questions or wish to further explore this opportunity, please contact Bill Avery at bill@averyassoc.net or 408 399-4424 or Sam Avery at [samuela@averyassoc.net](mailto:samuella@averyassoc.net) or 408.399.4424.