NC SUSTAINABLE
ENERGY ASSOCIATION

**Position:** **Director of Policy and Markets**
**Reports To:** **Executive Director**
**FLSA Class:** **Exempt**
**Supervises:** **Policy and Markets Staff, Interns and Fellows**

**<u>Position Summary:</u>**
NCSEA is seeking a strategic, analytical, and collaborative Director of Policy & Markets to lead the organization's work at the intersection of energy policy, electricity markets, and clean energy market development. The Director of Policy & Markets will help NCSEA understand and shape the rapidly changing energy landscape in North Carolina. The position will translate complex market challenges into actionable policies, policy strategies, and compelling recommendations for policymakers, members, funders, and partners. The Director will lead NCSEA's Policy & Markets team, which will be responsible for developing policy solutions, analyzing emerging energy-market trends, and advancing NCSEA's understanding of the issues shaping North Carolina's energy future. The Director will be responsible for both the strategic direction of the department and the development of its people and expertise. The team will include subject matter experts focused on priority areas such as distributed energy resources, grid modernization, and other emerging policy and market issues.

The Director will work closely with NCSEA's Regulatory Affairs, Government Affairs, and Marketing & Communications teams to ensure that the organization's policy positions are grounded in rigorous analysis, responsive to market realities, and effectively communicated to decision-makers.

***Raleigh Metro/Triangle-area or relocating candidates preferred; remote candidates welcome to apply.**

**Responsibilities:**

<u>Policy & Market Analysis</u>
*Lead NCSEA's analysis of emerging energy policy and market issues affecting North Carolina.*

- Monitor developments in North Carolina's electricity sector, including utility planning, generation, transmission, electricity rates, energy demand, and emerging energy technologies.
- Analyze legislative, regulatory, economic, and market developments and assess their implications for consumers, businesses, NCSEA members, and the state's energy economy.

- Develop policy recommendations grounded in economic, technical, and market analysis.
- Identify emerging issues and opportunities before they become major legislative or regulatory debates.
- Evaluate the costs, benefits, and market impacts of proposed policies and regulations.
- Develop data-driven analyses, white papers, policy briefs, presentations, fact sheets, and other materials to support NCSEA's policy work.
- Translate complex technical and economic concepts into clear recommendations for non-technical audiences.

External Engagement & Coalition Building

*Develop relationships with key stakeholders across North Carolina's energy ecosystem.*

- Represent NCSEA in meetings with legislators, regulators, utilities, businesses, energy developers, local governments, universities, trade associations, and nonprofit organizations.
- Participate in and help lead member stakeholder working groups, partner coalitions, conferences, and public forums.
- Build relationships with experts and organizations that can strengthen NCSEA's policy and analytical capabilities.
- Convene stakeholders around emerging policy and market questions when appropriate.
- Serve as a credible and knowledgeable representative of NCSEA on energy policy and market issues.
- Periodically speak at conferences, symposiums, etc., which at times will include effectively conveying complex policy and market matters to non-technical audiences

Policy Strategy & Development

*Help NCSEA develop and advance proactive policy initiatives that support its mission.*

- Work with organizational leadership to identify and prioritize policy opportunities.
- Develop policy concepts and legislative proposals in coordination with NCSEA's Government Affairs and Regulatory Affairs teams.
- Assess proposed legislation and regulatory initiatives and recommend organizational positions.
- Develop policy frameworks that address emerging challenges such as electricity affordability, reliability, growing electricity demand, grid modernization, distributed energy resources, energy storage, and market competition.
- Support NCSEA's development of longer-term policy strategies and legislative priorities.

- Help identify opportunities to build bipartisan support around consumer-focused energy policies.

Cross-Functional Policy Leadership

*Serve as a bridge between NCSEA's policy, regulatory affairs, government affairs, and communications functions.*

- Partner with Regulatory Affairs to connect regulatory proceedings with broader policy and market strategy. Partner with Government Affairs to translate policy analysis into legislative strategies and effective engagement with policymakers.
- Partner with Marketing & Communications to develop clear, compelling narratives around complex energy policy issues.
- Provide subject-matter expertise for NCSEA events, legislative briefings, regulatory proceedings, stakeholder meetings, public communications, and media engagement.
- Help ensure consistency between NCSEA's research, policy positions, regulatory advocacy, and legislative priorities.

Organizational Strategy & Thought Leadership

*Help NCSEA anticipate and shape the future of North Carolina's energy system.*

- Track national and state-level energy trends and assess their implications for North Carolina.
- Bring new ideas, research, technologies, and policy approaches to NCSEA's leadership.
- Help identify strategic opportunities where NCSEA can have meaningful impact.
- Develop and maintain a forward-looking policy and market agenda.
- Contribute to NCSEA's strategic planning and organizational priority-setting.
- Establish NCSEA as a trusted source of independent, fact-based analysis on North Carolina energy policy and markets.

General Administration and Management

*Build and lead a high-performing team of energy policy subject matter experts.*

- Develop and maintain the organizational structure, staffing plan, and areas of expertise needed to advance NCSEA's policy priorities.
- Directly supervise Policy & Markets staff, recruiting, hiring, onboarding and developing highly qualified policy professionals including managers responsible for specific policy and market areas such as distributed energy resources and grid modernization.
- Establish clear roles, responsibilities, priorities, performance expectations, and measures of success for members of the team.
- Set annual and longer-term priorities for the department and ensure staff resources are aligned with NCSEA's strategic objectives.

- Foster a culture of intellectual rigor, collaboration, initiative, accountability, and continuous learning.
- Support the drafting of grant proposals, grant reporting, and other fundraising activities.
- Assist in pursing policy related funding opportunities.
- Provide input into and maintain NCSEA's Policy and Markets budget.
- Participate in other activities as assigned.

**What Success Looks Like**

*Within the first 12–18 months, the Director of Policy & Markets will:*

- Establish NCSEA as a leading source of independent analysis on emerging North Carolina energy-market issues.
- Develop a clear pipeline of emerging policy opportunities and threats for organizational leadership.
- Establish strong working relationships with NCSEA members, partners, and funders.
- Produce high-quality research and policy analysis that directly informs NCSEA's legislative and regulatory strategies.
- In consultation with members and partners, help NCSEA identify and advance several high-impact policy opportunities.
- Build strong working relationships with policymakers, regulators, businesses, utilities, and other stakeholders.
- Improve coordination between NCSEA's policy, regulatory, government affairs, and communications teams.
- Help the organization move from reacting to policy proposals toward proactively developing and shaping policy solutions.

**Knowledge, Skills, and Abilities:**

- **Strategic Leader** — Connects individual policy issues to NCSEA's broader mission and strategic objectives and can translate organizational priorities into clear direction for a team.
- **People Developer** — Attracts talented professionals, builds their capabilities, provides clear feedback and accountability, and creates an environment where subject matter experts can do their best work.
- **Analytical** — Can quickly understand complex technical, economic, regulatory, and political information and identify what matters.
- **Communicator** — Can explain sophisticated energy concepts to legislators, business leaders, advocates, media, and the general public.
- **Credible and Pragmatic** — Builds trust through rigorous analysis, intellectual honesty, responsiveness, and a willingness to engage constructively with stakeholders who may hold different perspectives.

- Exceptional skill in effectively synthesizing and communicating technical and policy findings in a clear and concise manner to colleagues internally and to external non-technical audiences through both written and oral communication
- Demonstrated ability to lead complex projects, take initiative and work independently with broad strategic guidance, and to work collaboratively across programs and with multidisciplinary teams.
- Demonstrated ability to manage multiple projects and priorities in a fast-paced environment.
- Strong relationship-building and stakeholder-engagement skills.
- Demonstrated experience in project management, creating and implementing data collection tools, conducting data analysis, and generating clear and useful research results
- Advanced experience working with Microsoft office, including using Excel to organize/manage data, analyze data, and visualize data and analyses
- Ability to maintain confidentiality
- Ability to learn and utilize Neon and other CRM related software
- Strong communication, organizational, networking, and public speaking skills.
- Understanding of the technical aspects of the electric grid and an aptitude for expanding technical knowledge.
- Familiarity with energy policy, particularly state and federal utility regulation and administrative law.

**Required Qualifications:**

- Bachelor's degree in public policy, economics, energy, environmental policy, business, engineering, or a related field.
- 7+ years of relevant professional experience in energy policy, energy markets, public policy, economics, regulatory affairs, government affairs, consulting, or a related field.
- 2+ years of supervisory experience.
- 1+ years experience in the Southeast or North Carolina electricity sector.
- 1+ years experience analyzing complex policy, economic, and market issues and translating technical information into clear and compelling policy recommendations.
- Excellent written and verbal communication skills.

**Preferred Qualifications:**

- Advanced degree in economics, public policy, energy policy, business, engineering, law, or a related discipline.
- Direct experience with North Carolina energy policy, the North Carolina Utilities Commission, or the North Carolina General Assembly.
- Experience with electricity-market analysis, utility regulation, rate design, integrated resource planning, wholesale electricity markets, or energy economics.

- Experience working with energy companies, utilities, clean energy developers, technology companies, or other energy-market participants.
- Experience developing legislation, regulatory policy, or market reforms.
- Experience working in a bipartisan policy environment.
- Quantitative analysis or data-analysis experience.

**Salary Range: $100,000/year - $130,000/year**

**How to Apply:**

Send your resume, letter of interest, and a writing sample to:
Careers@energync.org

**NCSEA is proud to be an Equal Opportunity Employer.**

We do not discriminate based upon race, religion, color, national origin, gender (Including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity or expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. NCSEA believes that diversity and inclusion among our teammates is critical to our success, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.