

**Position:** Vice President, Programs  
**Reports To:** Executive Director  
**FLSA Class:** Exempt  
**Supervises:** Program Managers, Director of Policy, Interns and Fellows

**Position Summary:**

Reporting to the Executive Director and as an integral member of the Leadership Team, the Vice President, Programs will have broad strategic and operational accountability to integrate NCSEA's clean energy policy advocacy in three key program areas: Power (generation side), Energy Optimization (consumption side), and Transportation Electrification. Primary responsibilities include managing and aligning multiple directors and program managers to ensure policy positions and strategies have strong data and market support, along with a means toward achievement.

Incumbent will have or quickly develop deep understanding of policy advocacy processes in NC, as well as being a strong team building manager. As part of the organization's leadership team, the selected candidate will coordinate closely with leadership working on marketing, education, membership, development, and core services.

**Responsibilities:**

- In collaboration with the Leadership Team, contribute to NCSEA's programmatic vision and strategy, and lead implementation and collaboration across all organizational teams.
- Develop deep subject matter expertise in each program area and relevant projects.
- Develop the necessary systems, processes and tools to support effective management of all programs.
- Ensure ongoing programmatic excellence through program assessment, measurement of results, and process improvement.
- Develop sound methods and processes for high quality program and project management.
- Demonstrate consistent understanding and execution of program finance and administration, fund development, marketing, communications, and systems.
- Recommend timelines and resources needed to achieve program goals.
- Develop, support, and empower high-performance team members.
- Provide leadership in development of inter-team communication and cohesiveness, sustaining culture and supporting staff during organizational growth.
- Assist with revenue generation and fundraising activities to support existing programs and the growth of new programs and partnerships.

- Ensure that key project outcomes and/or policy, advocacy, and legislation are evaluated and leveraged for maximum community and organizational impact.
- Work collaboratively with Program Managers and Team Leaders to integrate program activities, communicate goals and accomplishments, and ensure success across all program areas.
- Develop key relationships and partnerships that support the organization's mission and strategic objectives.

#### **Knowledge, Skills, and Abilities**

- Strong written, verbal, interpersonal communication, and facilitation skills
- Capacity to understand different social situations and dynamics; able to operate effectively in a wide range of social situations
- Effective problem solving and conflict resolution skills
- Excellent organization and time management skills, as well as attention to detail
- Proven track record of excellence in organizational strategy development, from planning to execution
- Subject matter expertise in and passion for clean energy, and specifically NCSEA's key program areas (transportation electrification, power, and energy optimization)
- Exceptional relationship and network building skills
- Strong marketing, public relations and fundraising experience, with the ability to positively engage with a wide range of stakeholders, cultures, market actors, and political viewpoints
- Able to effectively oversee multiple teams and program areas, and ensuring goals and strategies are integrated and team members are inspired and supported
- Demonstrated commitment to valuing diversity and contributing to an inclusive working and learning environment
- Strong research and analysis skills

#### **Qualifications**

- Minimum of a BS Degree in a field relevant to NCSEA's key program areas (transportation electrification, power, and energy optimization) or policy/political science
- MBA or other advanced technical or business degree preferred
- Minimum of 10 years relevant program or project management experience, with at least 3 years at a leadership level
- Demonstrated experience at leading teams, preferably leading and integrating multiple teams
- Intermediate to advanced MS Office and database proficiency

**Hiring Range:**  
**\$125,000 - \$140,000**

In addition to offering a competitive base salary, NCSEA provides a comprehensive benefits package that includes generous paid leave, 11 paid holidays, health/dental/vision plans, retirement plan, professional development, and a supportive, employee-centered work culture.

**How to Apply:**

Send your resume and a letter of interest to:  
[Careers@energync.org](mailto: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.