

**Position:** Chief of Policy Strategy and Innovation  
**Reports To:** Executive Director  
**FLSA Class:** Exempt  
**Supervises:** Director of Policy / Director of Data and Research

**Position Summary:**

The Chief of Policy Strategy and Innovation provides leadership and vision across NCSEA to ensure strategies and programs are coordinated to effectively advance and achieve organizational objectives focused on decarbonizing North Carolina's electricity, buildings, and transportation sectors. This role will closely coordinate with NCSEA's Executive Director, leadership team, and policy team to further define the long-term organizational objectives and develop strategies and campaigns to effectively meet said objectives. Furthermore, this role will help to clearly articulate proactive policy strategies to NCSEA's coalition of partners, members, and funders. This position will be accountable for developing and communicating policy strategy internally and externally to accelerate North Carolina's pathway to decarbonization and further expand NCSEA's network of partners and funders.

**\*\*\*This position is remote, but requires residence in the Raleigh Metro or NC Triangle areas.\*\*\***

**Responsibilities:**

**Strategy & Vision**

- Take a lead role in developing the policy vision, strategy, and campaigns as a framework for NCSEA's policy and data teams
- Closely coordinate with NCSEA's Executive Director to ensure short-, medium-, and long-term organizational strategy and policy strategy are aligned
- Develop campaign plans to identify funding, research, and partnership needs to drive notable progress towards achieving policy objectives
- Identify new stakeholders and partners necessary to advancing NCSEA policy priorities
- Identify innovative programs and policies for NCSEA to advance at the legislature and utilities commission
- Develop, maintain, and strengthen relationships with key decisionmakers in the state across all levels of government
- Develop, collaboratively revise, and internally and externally socialize NCSEA's 3 to 5-year policy vision
- Demonstrate visionary leadership through presentations and documents such as semi-annual landscape analyses of the NC energy economy and individual clean energy sectors, with supporting quantitative and qualitative analysis

**Internal & External Consultancy and Education**

- Collaboratively develop programmatic education strategies to achieve NCSEA's goals
- Provide strategic guidance to marketing and communications team, ensuring messaging is consistent across all platforms and communication mediums



- Provide goal and strategy development leadership for issue-based campaigns and coalitions
- Cultivate mutual understanding and support among key stakeholders for NCSEA priorities
- Share and present subject matter expertise and institutional knowledge
- Support organizational efforts to center ED&I in program delivery, internal relations, and across all levels of organizational structure
- Develop strong regulatory and state leadership relationships through active participation in regional and national trade groups/shows, including but not limited to NASEO/NARUC

#### **Program and Member Innovation/Engagement**

- Collaboratively lead the team in developing program structure, goals, and strategies
- Provide expert guidance into NCSEA, partner, and funder product and program development
- Write relevant and timely thought leadership content
- Coordinate and engage with NCSEA members to ensure policy priorities are aligned with customer and provider needs
- Identify opportunities to connect NCSEA members and partners with key decisionmakers to drive education and advocacy
- Support facilitation of routine NCSEA member convenings to drive deeper relationships with ecosystem thought leaders

#### **Research & Analysis**

- Develop and support processes involving NCSEA members, funders, and partners and tools that identify and prioritize NCSEA's issues and opportunities
- Strategically guide and support market research and analysis focused on NCSEA's goals
- Conduct semi-annual analysis of clean energy affordability and accessibility by sector
- Help build technical resource library by clean energy sector

#### **Fund Development**

- Support cultivation of a philanthropic culture and processes that put people at the center of NCSEA's program work and mission
- Support and be an expert resource to development and execution of fundraising strategies, with a focus on all levels of donor and member engagement
- Monitor relevant funding trends, collaborative partners in funding, and competitors
- Attend fundraising events and present as public facing member of leadership team when needed

#### **Organizational & Project Support**

- Ensure NCSEA's theory of change and impact model are understood and supported in practice
- Guide teams in integrating financial and funding strategies into program implementation
- Serve as a member of NCSEA's leadership team and participate in strategic planning and operational decision making. Ensure effective two-way communication between the leadership team and staff.



- Supervise and develop members of team and their job functions; conduct bi-weekly team meetings and quarterly individual check-ins.

**Knowledge, Skills, and Abilities:**

- Strong written, verbal, interpersonal communication, and facilitation skills
- Excellent organization and time management skills, as well as attention to detail
- Proven track record of excellence in organizational strategy development and problem solving, with emphasis on visioning and strategic planning, adaptive management, fundraising, and innovative business model development
- Subject matter expertise in and passion for clean energy and strong ability to predict landscape changes and strategically orient teams for sustained success
- 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

**Qualifications:**

- Advanced degree in a relevant field required; additional experience may be considered in lieu of advanced degree
- 5+ years of experience in clean energy, government affairs, or related field required
- 2+ years experience engaging with decisionmakers at state-level public utilities commissions and legislatures required
- 2+ years supervisory experience required
- Intermediate business software experience, including MS Office Suite required
- Demonstrated network of clean energy decisionmakers, thought-leaders, funders, and business leaders preferred
- Non-profit experience preferred
- Multidisciplinary project and program skills preferred
- This position is remote but requires residence in the Raleigh Metro or NC Triangle areas.

**Salary Range: \$100,000/year - \$125,000/year**

**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.