THE COMPANY

The Regulatory Assistance Project (RAP)® is an independent, non-partisan, non-governmental organization dedicated to accelerating the transition to a clean, reliable, and efficient energy future. They are former utility and environmental regulators, industry executives, system operators, and other policymakers and officials with extensive experience in the power sector. RAP’s team focuses on the world’s four largest power markets, responsible for half of all power generation: China, Europe, India, and the United States.

Technological advances and dramatic declines in cost are creating new opportunities to improve the economic efficiency of the power sector, reducing its environmental footprint while improving customer welfare. The rapidly-evolving power sector holds the promise of cleaner and more customer-centric energy use — if policymakers update and adapt the regulatory paradigm.

RAP’s global team has first-hand knowledge of the constraints and challenges policymakers face and applies its collective insight to anticipate what they will face in the future. Building on peer-to-peer relationships, RAP helps energy and air quality decision-makers and stakeholders navigate the complexities of power sector policy, regulation, and markets. These policymakers and stakeholders depend on RAP staff for reliable and relevant information and assistance.
For more than two decades, RAP has been a leader in developing solutions to the world’s most pressing power sector challenges. In the next five years, RAP will focus on key policy areas to drive a more efficient, equitable, decarbonized energy future and to ensure a sustainable and just transition. RAP will do what they do best – develop solutions to the questions regulators and other decision-makers are asking (or should be asking); change the narrative; and leverage partnerships to accelerate change. RAP’s policy areas build upon past work and complement each:

- Accelerate electrification of buildings and transportation
- Accelerate the phaseout of gas infrastructure
- Remove barriers to distributed energy resources
- Decarbonize the electric grid

For more information on RAP, including their thought leadership and publications, please visit their website: [https://www.raponline.org/about](https://www.raponline.org/about).
RAP in United States

The United States is at the forefront of a profound transition in the way it produces and consumes electricity. New energy technologies, more efficient practices, growing consumer concern about air pollution and climate change, coupled with new consumer service options and a shifting policy landscape are transforming every aspect of the power grid. These developments imply new challenges for government.

RAP’s seasoned team of former utility and air quality regulators, ratepayer advocates, and technical experts brings deep experience to the most vexing issues posed by the accelerating transformation of the U.S. power sector. As trusted advisors, our experts turn complex challenges into opportunities to deploy new clean energy technologies and best practices, protect system reliability, and improve environmental performance.
THE POSITION

The US Program Director is responsible for all aspects of leadership, management, and financial viability of RAP’s work in the United States. The Director will guide a team of expert professional staff and provide strategic leadership and vision for RAP’s US work.

Specific responsibilities include but are not limited to:

- Maintain RAP’s role as a thought leader in the US by leading a program of research, policy analysis, and the creation of solutions to power, climate, and economic challenges facing government or other organizations
- Expand the reach and influence of RAP on public policies and solutions to US’ most pressing energy challenges
- Manage key relationships within the region to deliver direct assistance to decision-makers and create opportunities for RAP’s continuing work
- Provide technical assistance, outreach, writing, and speaking on power regulation, energy efficiency, and climate policy to various groups and organizations
- Manage operations of the RAP US team, including managing staff, consultants, and budget. Work with staff on various projects, in a leadership and supporting role
- Lead regional fundraising efforts for RAP
- Serve on RAP’s senior leadership team and report to the RAP President and CEO
Qualifications and Personal Attributes

- Minimum 15 years’ senior level experience in the field of energy policy, development, or regulation
- Graduate degree in engineering, economics, policy, or related field
- High-level technical expertise and experience with power sector policy, including both a broad knowledge of trends in the United States and around the world and recognized in-depth professional or academic expertise in one or more sub-fields
- Expertise in the sub-fields of power sector planning, renewable energy policy, distributed energy, or electricity market design preferred
- Experience in a leadership role in one or more relevant institutions (e.g., a regulatory or other policymaking body, planning agency, system operator, market operator, or market monitor)
- Demonstrated understanding of government and NGO involvement in energy networks, power sector decision-making, and energy efficiency
- Proficiency in coaching, mentoring and developing a talented team, including empowering the team to innovate, and work independently and be responsible for project goals and outcomes
- Experience managing staff as well as project and organizational budgeting
- Demonstrated record of success securing public sector funding and philanthropic grants

Skills

- Leadership stature capable of engaging public and private sector leaders with the mission of the organization
- Personal creativity and strategic vision coupled with an ability to listen to others and learn from their best ideas
- Articulate in English, both written and spoken; proficiency in other languages is also desirable
- Energetic and possessing impeccable integrity

- Build and maintain respectful and productive, professional relationships
- Embrace and enjoy hands-on management of a creative, experienced team; highlight innovation and big ideas and supporting staff to grow and succeed
- Dynamic communicator (written and oral)
- Accomplished at working with a team to develop a vision and success at implementation
- Work with a team to develop a strategic direction and outline program of work and priorities that deliver impact
- Knowledge base should span several of key energy policy areas, with particular importance in power sector transformation, utilities, and markets
- Ability to delegate responsibility and expect accountability and regular feedback
- Ability to consciously create a workplace culture that is consistent with RAP’s emphasis on shared mission, vision and values of the organization
Qualities

US Regional Director will be passionate about RAP’s mission and have the ability to:

- Make decisions informed by the team’s collective vision
- Manage and inspire in a friendly and positive way
- Facilitate productive debate among team members
- Think creatively, embrace innovation and find the lessons in failure

RAP is also looking for a leader who listens well, is inclusive and friendly and has a sense of humor.

Salary And Benefits

Compensation for the US Program Director includes a competitive base salary, and an excellent package of employee benefits.
Expressing Interest

August Leadership, a global firm with a leading Social Impact/Non-profit practice has been exclusively retained for this engagement. Leading the search are Nicole Kamaleson and Michelle Partipilo, Partners in the firm. They will be supported by a team of consultants and researchers. To make recommendations or to express your interest, please send an email to raponline@augustleadership.com - All inquiries and discussions will be considered strictly confidential.

August Leadership and RAP are an equal opportunity, affirmative action employers and are firmly committed to a policy against discrimination based on age, sex, race, religious creed, sexual orientation, disability or ethnic or national origin.

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