



INTERSTATE RENEWABLE ENERGY COUNCIL

Independent leadership. Trusted clean energy expertise.

**INTERSTATE RENEWABLE
ENERGY COUNCIL (IREC)**

**President/CEO
Remote**

EXECUTIVE SEARCH PROFILE



OVERVIEW

For over 40 years, IREC has made clean energy possible for millions of Americans through cutting-edge solutions that advance renewable energy, electric grid modernization, and energy efficiency.

In 2021, IREC merged with The Solar Foundation, a national nonprofit that has led the advancement of solar energy and solar-compatible technologies since 1977. Together, we are excited to deepen our impact across all clean energy technologies.

Mission: IREC builds the foundation for rapid adoption of clean energy and energy efficiency to benefit people, the economy, and our planet.

Vision: A 100% clean energy future that is reliable, resilient, and equitable.

CORE PROGRAM AREAS

IREC advances a 100% clean energy future through three complementary pathways.

Regulatory Engagement



IREC improves regulatory policies, procedures, and technical standards to streamline the installation of clean energy and support energy equity goals.

Workforce Development Strategies



IREC develops a diverse, top-quality workforce to meet the rising demand for clean energy and ensures that high quality jobs are accessible to people of all backgrounds.

Local Clean Energy Solutions



IREC helps local governments and communities take actions that increase the deployment of clean energy and energy efficiency.



THE OPPORTUNITY

IREC seeks a **President and Chief Executive Officer (CEO)** to lead and direct the organization, ensuring a positive, team-based, goal-oriented culture. The President/CEO is the face of the organization and is responsible for the overall successful operation and fiscal integrity of IREC through demonstrated ethical leadership and management.

Reporting to and working closely with the Board of Directors, the President/CEO oversees an annual budget of approximately \$7.5M+ and leads a team of 35+ employees including seven direct reports. The President/CEO works with senior management to set priorities and has the responsibility to lead IREC's mission and vision, create and implement strategic plans, and identify and execute actions to meet objectives. The President/CEO shall act as the spokesperson for IREC to other clean energy organizations, government entities, businesses, and the public. They will also serve as an ex officio, non-voting member of the Board of Directors.

Internal Responsibilities

- ❖ Provide inspirational leadership, support, and direction to all employees and contractors to ensure the effective operation of a professional and efficient organization.
- ❖ Lead strategic business planning for the organization, in consultation with the senior management.
- ❖ Champion diversity, equity, inclusion, and accessibility by leading by example, setting goals, utilizing metrics, and holding staff accountable. Foster an inclusive culture that welcomes and appreciates different perspectives.
- ❖ Ensure program excellence and work with senior management to promote quality, on-time, and in-budget delivery.
- ❖ Develop forward-looking programming and institute constructive growth that lifts the organization and reaches all constituents.
- ❖ Lead the development, modification, and monitoring of the strategic plan to ensure the impact and sustainability of the organization.
- ❖ Ensure consistent quality of finance and administrative functions.
- ❖ Collaborate with the Board and the Vice President of Finance and Administration to develop the annual budget, monitor budgets and expenses, and set financial priorities.
- ❖ Develop comprehensive agendas for Board and Committee meetings.
- ❖ Supervise, motivate, develop, and hold staff accountable, ensuring staff members have appropriate skills and resources to further the work of IREC.
- ❖ Lead all team and senior management meetings. Anticipate challenges and adapt leadership style when needed.



THE OPPORTUNITY

External Responsibilities

- ❖ Serve as the principal spokesperson and representative for the external relations of IREC. Engage in press interviews, speaking engagements, author blogs/articles, and other outward-facing communications.
- ❖ Build partnerships to advance clean energy solutions across regions with different political perspectives and ensure continuity of the clean energy transition.
- ❖ Lead and/or coordinate national stakeholder outreach, networking, and collaboration.
- ❖ Cultivate IREC's "seat" at the national table. Participate in national or other meetings and conferences. Represent IREC in national consortia, coalitions, and partnerships.
- ❖ Keep tabs on market and policy developments in the clean energy sector.
- ❖ Travel as required.

Fundraising & Development

- ❖ Support senior management in the development and execution of a marketing, branding, and development strategy to support organizational priorities.
- ❖ Work with the Board, senior management, and/or consultants to develop new sources of revenue through solicitation identification, proposal writing, and fundraising campaigns – particularly with institutional foundations.
- ❖ Exceptionally steward current funders.
- ❖ Promote the mission of IREC to professional, civic, and private organizations as well as key policymakers, influencers, and potential donors, devoting equal energy to each of these groups.
- ❖ Understand the current changes in policy and funding and how those changes are creating opportunities and challenges for IREC; plan for future growth.

Strategic Operating Priorities

- ❖ Cultivate and maintain IREC's reputation as a premier implementer of clean energy programs.
- ❖ Continue to diversify IREC's funding sources and ensure long-term financial stability.
- ❖ Facilitate rapid yet responsible organizational growth while maintaining quality, organizational culture, and reputation.



THE CANDIDATE

The **President/CEO** will be an innovative, pragmatic, and compassionate leader who brings vast experience in the renewable energy sector. The ideal candidate will be passionate about making real change to advance a clean energy future, removing barriers to clean energy adoption and energy justice, and unafraid of stepping in to lead a highly respected nonprofit organization.

Preference will be given to candidates with exceptional leadership backgrounds particularly as it relates clean energy workforce development, regulatory and policy engagement, and community building and access. The successful candidate will combine a rich array of experiences in both technical aspects of renewable energy policy and workforce and community development expertise.

Skills, Experience, and Qualifications

- ❖ Bachelor's degree required; advanced degree preferred.
- ❖ Seven or more years of experience as an executive leader/senior management of an organization or nonprofit.
- ❖ Leadership experience within the clean energy sector.
- ❖ Passionate and dedicated advocate for clean energy and energy justice.
- ❖ Deep understanding of the actions that state and local governments, communities, employers, and advocacy organizations can take to overcome barriers to equitable clean energy adoption and investment.
- ❖ Demonstrated speaking and presentation abilities and exceptional skill in professional and interpersonal communications.
- ❖ Strong motivational and staff leadership abilities with a high level of sensitivity, empathy, and emotional intelligence.
- ❖ Success and comfort working collaboratively with Boards of Directors, staff, and partner organizations.
- ❖ Strong professional reputation and record of integrity, sound judgment, sense of accountability, and respect for established ethical standards.
- ❖ Effective and proactive communicator, facilitator, problem solver, and decision maker.



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To learn more and to submit an application, please visit:
<https://driwaterstonehc.com/position/president-IREC/>

Compensation / Start Date:

The salary range for the role is \$225,000-\$275,000 per year

Anticipated Start Date: November 1, 2024

Location:

Remote position with employees working remotely nationwide.

Equal-opportunity Employer:

The Interstate Renewable Energy Council (IREC) is a nonprofit working toward a 100% clean energy future that is reliable, resilient, and equitable. The IREC team is passionate about expanding access to clean, affordable solar energy. We place an emphasis on rigor and quality in everything we do. And we're not afraid to have some fun in the process.

IREC is proud to be an equal opportunity employer committed to diversity and inclusion in the workplace and embracing a workplace with diverse voices and perspectives. We strongly encourage and seek applications from all backgrounds including women, people of color, including bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities.

About DRiWaterstone:

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.