

DIRECTOR OF PLANNING AND EVALUATION



About the Position

Energy Trust of Oregon has been helping people in Oregon and Washington through energy savings and clean energy solutions for over 20 years.

As a member of the executive leadership team, the Director of Planning and Evaluation plays a significant role in working with the Board of Directors in developing the multi-year strategic plan and works with the leadership team in establishing and supporting organizational goals, providing strategic guidance and governance, and ensuring the work of Energy Trust is in alignment with the organization's mission.

The Director of Planning and Evaluation leads the organization's planning, evaluation, engineering, and selected data functions. This position is responsible for the development and evaluation of energy savings, generation, and economic reporting for Energy Trust energy efficiency and renewable energy programs. This leader identifies strategic opportunities for policy and program enhancements and ensures compliance with economics-based regulatory rules.

This is an exciting opportunity to join a growing nonprofit and make a difference in the world. If you are experienced in leading teams in energy efficiency programs development and evaluation and enjoy strategizing to identify trends and analysis of complex technical issues, we encourage you to apply.

Energy Trust uses remote, hybrid and in-office work locations and offers flexibility for staff to be based anywhere in Oregon or Washington state. We are proud to be #11 in Best Nonprofits to Work For, #34 Best Green Workplaces in Oregon and a member of Partners in Diversity.

[Learn more about our work environment, culture and values.](#)

VISION

Clean, affordable energy for everyone.

PURPOSE

We help customers and communities reduce costs and realize additional benefits by saving energy and using renewable resources.

OUR PEOPLE

At Energy Trust, we value collaboration to find innovative solutions and achieve results. Our people are learners and doers, a mix of professional and friendly, smart and respectful. When it comes to delivering on our mission, our dedicated team goes all in.

OUR APPROACH TO DIVERSITY, EQUITY, & INCLUSION

At Energy Trust, we believe that everyone brings value and every idea brings opportunity. We ask questions, we listen to different perspectives and we learn from our experiences in order to create a culture of inclusivity and teamwork where people are supported and inspired.



Duties

- Provide leadership in planning, analyzing cost-effectiveness, and evaluating all Energy Trust energy efficiency and renewable energy programs and policies, while ensuring compliance with regulatory investment criteria.
- Develop effective, educational, and impactful communication strategies to update staff, leadership, and board on energy efficiency and renewable energy programs performance and investment criteria achievements.
- Develop strategic program options for initiatives and innovation strategies, conforming to the utility commission guidelines and metrics. Refine these options with program leadership, utilities, regulatory organizations, and other external stakeholders.
- Set direction for innovation in efficiency resource and program forecasting, evaluation, customer data organization and analysis, economic analysis, and energy efficiency technology innovation. Coordinate these efforts with other regional organizations with related missions, ensuring broader focus on Energy Trust's priority issues.
- Oversee and structure quality management processes, procedures, and systems for select data reporting, engineering review, and cost-effectiveness review.
- Participate in Energy Trust governance as a member of the Executive Team.
- Collaborate and build relationships with external advisory councils, partner organizations, regulatory organizations, and public utilities.
- Deliver presentations and reporting on energy efficiency and renewable energy activities to the Executive Leadership team, Board of Directors, legislators, and other external parties.
- Foster strategic alignment by effective and regular communications with staff, Executive Leadership, and Board of Directors cultivating connection to the mission and organizational values.
- Communicate the current state while setting a forward-looking direction in a dynamic environment.
- Nurture a workplace culture that encourages empowerment, collaboration, transparency, openness to new ideas, and organizational agility.
- Champion diversity, equity, inclusion, and belonging by actively expanding agency partnerships, enhancing community impact, and setting departmental goals with measurable outcomes.
- Create collaboration and strong partnerships across the organization to drive continuous improvement, innovation, and ensure successful execution of programs and projects.

What We're Looking For

- At least 10 years' experience leading teams in energy efficiency programs development and evaluation and energy efficiency resource analysis with significant financial responsibility.
- At least 5 years' experience developing and/or analyzing energy policy.
- Leadership in driving innovation and technology to enhance cost-effective energy efficiency programs.
- Expertise in the evaluation of energy efficiency and renewable energy programs, utility load and resource forecasting, and macroeconomics modeling to develop energy programs in a cost-effective manner.
- Effective communications and presentation skills with the ability to inform and educate key decision makers internally and externally in a regulated and policy driven environment.
- Analysis of complex technical issues, identifying trends, and communicating conclusions with recommendations to internal staff, external partners, regulators, and the public.
- Bachelor's degree in economics, engineering, or equivalent technical degree.
- Master's degree in a related field, is preferred.
- Oregon and/or Washington State policy and energy efficiency programs, would be incredibly helpful.

Benefits

- Medical, dental, and vision plans; flexible spending account; employee assistance programs; and life and disability insurance.
- 401(k) plan with employer match of 6%.
- 3 weeks per year of paid time off accrual.
- 10.5 days of paid holiday leave.
- 8 hours of sick time per month is accrued, equal to 2.4 work-weeks a year.
- Tuition Reimbursement Program.
- Alternative work schedule options.
- Employee Assistance Program (EAP).

Compensation

- The salary range is from \$133,300 - \$177,300.

ABOUT US

Energy Trust of Oregon is an independent nonprofit organization dedicated to energy efficiency and renewable energy development. We serve 2 million customers of Portland General Electric, Pacific Power, NW Natural, Cascade Natural Gas and Avista in Oregon and SW Washington. These customers are renters, homeowners, commercial business owners, property managers, schools, agricultural operations, small to large industrial facilities and communities.

HOW TO APPLY

Visit [our post on LinkedIn](#) to apply.

Energy Trust of Oregon is an Equal Opportunity Employer that highly values diversity, equity and inclusion in the workplace. We will provide reasonable accommodations throughout the application, interviewing and employment process. If you require a reasonable accommodation, contact us.

