**Sustainable Energy Utility, Inc.**

**(DBA Energize Delaware)**

*Executive Director*

*Position Announcement*

[Scion Executive Search (SES)](https://scionexecutivesearch.com/) has been retained to conduct a search for an Executive Director on behalf of our pioneering client, Delaware Sustainable Energy Utility Inc (DESEU), (DBA as Energize Delaware), a nonprofit organization that offers renewable and energy-efficient programs to ensure Delawareans reduce their carbon footprint. The incoming Executive Director will lead this exciting initiative and environmental-driven movement for the future of Delaware!

**ABOUT DESEU:**

DESEU is a proponent of protecting against volatile energy prices, reducing the environmental impact of energy production, and leading Delaware to a sustainable energy future. This incredible organization provides highly valuable technical and financial services to its clients so that they can make informed decisions regarding their energy future. DESEU has multiple funding sources including receiving, through legislation, 65% of Delaware’s Regional Green House Gas Initiative funds. Income is also derived from fees for various services, interest earning from its lending programs, and grants.

DESEU comprehensive array of programs includes energy audits that identify where homes or buildings are losing energy; rebates on recommended upgrades such as new heating or cooling systems, hot-water heaters and more; low interest loans or grants for energy efficiency measures and renewable energy systems like solar and geothermal. It also has a suite of programs for low-income households. You can learn more at <https://www.energizedelaware.org/>.

**ABOUT DOVER, DELAWARE:**

As the pleasant capital of Delaware and its second largest city, Dover offers a dense suburban feel for families and young professionals. With many flat open spaces, inviting parks, and agricultural areas, Dover is an idyllic historical city ripe for discovery, nestled within a quaint vista of casual dining, unique spots, and lively events. The nearby Delaware Bay, its beaches, and wildlife areas provide ample recreational opportunities.

**POSITION OVERVIEW:**

DESEU is seeking an innovative individual committed to carrying out DESEU’s mission of sustainability for all Delawareans.  They will be a bold thinker who has strong leadership capabilities, high ethical standards, and a profound commitment to creative energy solutions for a thriving environment and economy. Reporting to the Board of Directors, the Executive Director will share a passion for and commitment to serving the mission of DESEU, bringing a vast array of skills, experiences, and attributes to aid and serve DESEU’s communities and compassionately lead and empower a nonprofit team of 8 to ensure a strong organizational infrastructure. Energize Delaware’s offices are in Dover, Delaware and are currently operating under a hybrid work environment.

**POSITION RESPONSIBILITIES:**

* Collaborate with the Oversight Board to establish strategy, goals and priorities, as well as to explore new areas of development to strengthen the overall success and effects of organizational initiatives.
* Ensure that the DESEU's approach satisfies all the requirements of its enabling legislation to offer all energy end-users sustainable energy solutions, independent of electricity or gas retail providers, market segments, or end-use fuel.
* Guarantee that the DESEU maintains a clear focus on progression, in accordance with its Strategic Plan and Strategic Initiatives.
* Foster innovation and leadership development, and constantly examine how the organizational management infrastructure suits the needs of the organization and promotes strong staff morale.
* Serve as the principal representative of DESEU, expanding the organization's visibility, developing relationships, and speaking for DESEU in advocacy and coalition work.
* Act as a communicative and open partner with the Oversight Board, providing the information and data it needs to fulfill its fiduciary and strategic governance duties.
* Maintain and improve DESEU's solid financial position through proactive, sustainable financial practices and risk management.
* Create and nurture strong connections with existing and new partners and earned revenue sources.
* Assess how the changing public financing climate affects the DESEU's business lines.
* Provide leadership for innovation in community-based strategy, social marketing, financing, and innovative technology research to achieve sustainable energy solutions for all end-users in Delaware.

**MINIMUM QUALIFICATIONS:**

* Bachelor’s degree required.
* 5 years of successful experience managing a team, with an emphasis on empowering and developing leaders.
* Understanding of sustainable energy techniques, policies, and theories.
* Adherence to the highest ethical standards and recommended procedures.
* Strong networking skills that will allow DESEU to maintain and build external relationships.
* Effective communicator with the ability to convey and argue the merits of DESEU's work, both verbally and in writing.
* Comfortable acting as an advocate for sustainable communities, renewable energy, energy efficiency, carbon emissions reduction, and other environmental causes.
* Working knowledge of managing finances in a situation involving intricate company lines.
* An entrepreneurial attitude supported by a proven track record of creating new, innovative, and meaningful initiatives.

**PREFERRED:**

* Community-focused experience in social marketing, innovative financial strategies, and community-based solutions.

**COMPENSATION AND BENEFITS:**

In addition to a competitive base salary of up to $160,000, DESEU offers a benefits package that includes: a Qualified Small Employer Health Reimbursement Assistance Program; 10 days paid time off/year after 6 months of service with longevity increases; 11 paid holidays/year; 10 days paid sick leave after 6 months of service; 6 weeks of paid maternity leave; and a 403(b) Retirement Savings Account. The position is full-time (40 hours/week), exempt, and at-will.

**EQUAL OPPORTUNITY STATEMENT:**

DESEU is an Equal Opportunity Employer offering equal employment opportunities for all, regardless of race, color, religion, sex, sexual orientation, marital status, or national origin.

**TO APPLY:**

Delaware Sustainable Energy Utility has retained the services of Scion Executive Search, a national executive search firm specializing in mission-driven organization recruitment, to assist in conducting this important search. For immediate consideration, please apply with your resume and cover letter formatted in Microsoft Word, via https://scionstaffing.com/job/9258/.

**Please address applications to:**  
Ex Hopson, Executive Recruiter  
Scion Executive Search  
(888) 487-8850 Extension 142

Review of applications, nominations, and expressions of interest will begin immediately and continue on a confidential basis until an appointment is made.

**ABOUT OUR FIRM:**

[Scion Executive Search](http://www.scionexecutivesearch.com) is a national award-winning executive search firm! Since 2006, we have had the pleasure of successfully placing hundreds of exceptional leaders to organizations with incredible missions and programs. Through our innovative team building and recruitment solutions, we seamlessly bridge the gap in interim and executive searches. Our track record and recruitment process has made us one of the top recruitment firms in the nation.

We are proud to be part of the **Forbes** lists of the Best Executive Search Firms and the Best Recruitment Firms in America. Additionally, we have been recognized as a recruitment leader by **ClearlyRated**, as well as a top recruitment firm by **The Business Times** for over ten years running. More information about Scion Executive Search can be found at [www.scionexecutivesearch.com](https://scionexecutivesearch.com/)

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