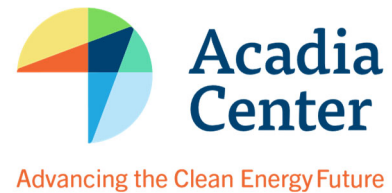


Vice President – Climate and Energy

New Position

Search Open February 25, 2019



Position

Acadia Center has grown steadily since its inception and occupies a space for thought leadership, credible program work and a track record of highly successful initiatives. The organization is strengthening its internal structure to improve its ability to increase its impact and has created a new position of Vice President – Climate and Energy Initiatives (VP-CE). The VP-CE responsibilities will be to coordinate and oversee the organization's climate and energy programs, work closely with the president on strategic direction and integrate with development and external relations functions. The VP-CE will be a seasoned, strategic, and process-minded leader with leadership experience in supporting a performance culture among a group of diverse, talented individuals. The VP-CE is a leader who is able to help others develop strategies and deliver results that make the organization's vision a reality. The successful VP-CE will have the skills, sensitivity, and personal confidence to tap into the power that each member of the team brings to this mission and to work closely with the president and founder. The VP-CE should value the role of efficient and effective systems to increase the productivity of the organization while understanding the importance of retaining the creative spirit and commitment to a professional, vibrant work culture that has driven Acadia Center's success. The position is intended to be based in Boston but other locations could be considered.

Responsibilities

- **Oversee and coordinate internal program operations** reporting with and to the president:
 - Provide for all program staff a strong day-to-day leadership presence; bridge regional and state operations and support an open-door policy among all staff.
 - Coordinate regional and state initiative workplans (initiative, cross-initiatives and state workplans)
 - Ensure alignment between strategic planning, programmatic goals and day to day advocacy
 - Coordinate project managers; be attuned to external visibility and opportunities.
 - Lead the management process that measures and evaluates progress; ensure staff have clear direction and a process to resolve priorities
 - Work closely with the president to ensure smooth operations, resolve key issues, support strategic directions and transition current program oversight responsibilities from the president to the VP-CE.
- **Program**
 - Ensure excellent communication and information sharing across initiatives
 - Ensure new opportunities are identified, reviewed and responded to appropriately
 - Assist staff with balancing work priorities between competing demands on their time
 - Coordinate program communications with development and administrative needs
 - Support and mentor staff to grow in their positions

- **Revenue and Development**
 - Support the president and development staff, build a culture of giving and support in state, regional and initiative activities

Key Qualifications

The successful candidate will most likely have had management experience with a dynamic, multi-office organization and value the organization's mission and approach to tackle large scale challenges with a fact based solutions orientation. Acadia Center is driven by a commitment to quality, a highly respectful and attractive work environment and support to its staff to encourage ideas and personal growth. Acadia Center incorporates the need for equitable, consumer oriented and economically viable values in its mission. Experience in managing a "values-driven" organization will be highly prized. Additional requirements are:

- Results-proven track record of exceeding goals; evidence of the ability to consistently make good decisions through a combination of analysis, wisdom, experience, and judgment; the ability to work with a highly motivated staff to balance the delivery of programs against the realities of a budget; and problem solving, project management, and creative resourcefulness
- Strategic Vision and Agility—ability to think strategically, anticipate future consequences and trends, work with the president, board and key staff to incorporate them into the organizational plan
- Capacity Building—ability to effectively build organization and staff capacity, developing a top-notch workforce and the processes that ensure the organization runs smoothly
- Leadership and Organization—exceptional capacity for managing and leading people; a team builder who has experience in working with highly motivated staff and scaling up organizations; ability to connect staff both on an individual level and in large groups; capacity to enforce accountability, develop and empower top-notch leaders from the bottom up, lead from the top down, cultivate innovative approaches to problem solving and learn the strengths and weaknesses of the team so as to put people in a position to succeed
- Action Oriented—enjoys working hard and looks for challenges; able to act and react as necessary, even if limited information is available; not afraid to take charge of a situation; can overcome resistance to leadership and take unpopular stands when necessary
- General Management—general understanding of strategic development and planning, information systems and human resources.

Compensation

This is an outstanding opportunity for a highly motivated professional to assume a pivotal role in the evolution of a fast-growing, highly respected organization. This is a full-time, exempt, salaried position. This position is intended to be based in Boston but other locations could be considered for the right candidate. Acadia Center compensation is highly competitive with peer non-profit groups and salary is commensurate with the selected candidate's experience and skill level. Benefits include health care, dental, retirement, disability, and vacation benefits.

Organization

Founded in 1998, Acadia Center is a leading non-profit working to advance a low carbon, clean energy economy in the northeastern United States that benefits all. The organization focuses on high quality research, develops ideas to reform state, local and regional policies and works to implement change. Acadia Center emphasizes a

commitment to use data and research to demonstrate the energy, climate, health, consumer and equitable distribution potential of reforms and build awareness and diverse support for its program. For more information, please visit <http://acadiacenter.org>.

Acadia Center staff is based in offices in Rockport, ME; Boston, MA; Providence, RI; Hartford, CT; Norwich, VT; and New York City. Acadia Center researches, develops and advocates innovative policies that tackle the region's environmental challenges while promoting sustainable economies. Acadia Center's Climate and Energy Analysis Center (CLEAN) fills a needed role for targeted, reliable data and policy analysis. Acadia Center has a unique capacity to combine a wide range of data sources, complex technical research, and economic, health and consumer analysis into useful information for policy makers, the media and the public. Our work is highly regarded among non-profits, business, consumers, public officials and the media and is used widely to help advance clean energy and climate solutions at the state, regional and federal levels. Acadia Center has received Charity Navigator's highest 4 Star rating for fiscal management and devotion of revenues to program work.

To Apply

To apply, please send a cover letter of interest, resume, and at least two professional references to careers@acadiacenter.org. Please insert **VP- Climate Energy** in the subject line and indicate where you saw the posting in the body of the email. Phone calls will not be accepted.

Acadia Center is an Equal Opportunity Employer. Acadia Center seeks to recruit, hire, and provide opportunities for advancement without regard to race, color, creed, religion, sex, pregnancy, age, national origin or ancestry, physical or mental disability, gender, gender identity and expression, sexual orientation, genetic information, marital or civil union status, military service, citizenship, or any other characteristics and traits protected under applicable federal, state or local law.