

# VEIC seeks CEO

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## About VEIC

VEIC is a sustainable energy company on a mission to generate the energy solutions the world needs. For more than 30 years, VEIC has worked with governments, utilities, foundations, and businesses across North America to design and deploy clean-energy services that provide immediate and lasting change.

VEIC seeks a Chief Executive Officer to lead the organization and expand the reach of its operations. The nonprofit administers three major sustainable energy programs, and provides full-service consulting and engineering services. VEIC is nationally recognized for originating pilots and programs that optimize energy use, reduce energy burdens for low-income customers, and advancing emerging technologies and innovative program models.

Its work to date will produce lifetime customer energy savings of over 42 million MMBTUs and fossil fuel consumption cost savings of over \$4.2 billion.

VEIC administers Efficiency Vermont, the nation's first statewide "energy efficiency utility." In 2000, VEIC entered into a contract with the Vermont Public Service Board to implement a multimillion-dollar energy efficiency program. The work catapulted VEIC to a new level of scale, impact, and visibility. From the outset, Efficiency Vermont exceeded expectations, as measured by verified energy and dollar savings to Vermont ratepayers. Its initial success resulted in VEIC winning multiple contract renewals and rebids, including its formal appointment by regulators in 2009 as an energy efficiency utility operating across 12-year planning cycles.

In 2011, VEIC expanded its operations to become the implementer of the District of Columbia Sustainable Energy Utility. The organization has regularly met performance benchmarks for reduced per capita energy consumption in the District, increased renewable energy capacity, reduced peak electricity demand, improved energy efficiency of low-income housing, reduced growth in energy demand among the largest users, and increased numbers of green jobs.

VEIC launched a third major contract in 2011 with Efficiency Smart in Columbus, Ohio. That new efficiency program for American Municipal Power, a nonprofit wholesale power supplier and services provider, serves municipally owned electric utilities in Ohio, Michigan, Delaware, and Pennsylvania.

VEIC's consulting division has expanded the organization's reach to federal, state, and local government agencies; electric and gas utilities; consumer advocate and environmental groups; for-profit and non-profit organizations and businesses; and international agencies and organizations.

Together, these VEIC on-the-ground energy efficiency and renewable energy services have prevented the release of over 22 million metric tons of CO<sub>2</sub> into the earth's atmosphere. As the energy industry evolves, VEIC continues to find new ways to address market needs. It is grounded in its mission and core values. VEIC is nationally recognized for its work in high-performance buildings, efficient products, transportation electrification, decarbonization of buildings, and ensuring clean and efficient energy solutions reach all people, including low-income and other disadvantaged communities.

VEIC is headquartered in Winooski, Vermont, and has offices in Washington, DC, and Columbus, Ohio. It has an operating budget of approximately \$88 million and employs 279 staff. VEIC is overseen by an 11-member Board of Directors comprising industry, community, and business leaders deeply committed to VEIC's mission. Since July 2020, Interim CEO Rebecca Foster has led the organization. She took on that role from her position as Director of Efficiency Vermont.

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### **Opportunity Going Forward**

The CEO will have the opportunity to lead this unique, forward-looking, entrepreneurial, and mission-driven organization to be a national leader in energy decarbonization. In addition to effectively and efficiently managing the operations of a significant, mission-driven nonprofit, high priorities for the CEO are:

- Working collaboratively with the Board of Directors and senior leadership to establish a clear, concise, and compelling vision and strategy for VEIC, one that takes advantages of anticipated growth in the clean-energy sector, while recognizing market challenges and increased competition
  - Leading and empowering a team of highly skilled, experienced, and educated professionals, while creating and implementing practices and systems to raise organization-wide accountability
  - Being the primary spokesperson for VEIC, to increase its name recognition, reputation, and business opportunities nationally and to advance public policy
  - Leveraging VEIC's unique positioning as a mission-driven nonprofit to demonstrate how progressive values can effectively compete with and outperform more traditional corporate business models in decarbonization
  - Integrating equity and social justice policies and principles into VEIC's organizational DNA and strategy
  - Codifying and implementing an aggressive business development strategy and function to expand VEIC's programmatic reach and to improve its overall financial health and sustainability
  - Nurturing and sustaining a positive, warm, welcoming, and collaborative work culture and climate that create organizational unity through diversity
  - Developing and implementing strategies to promote VEIC's organization-wide cohesiveness across significant cultural, economic, and geographic differences.
  - Working collaboratively with a relatively new Board of Directors to ensure their contributions are maximized and board participation is mutually rewarding
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### **Desired Credentials/Profile of the Ideal Candidate**

- A minimum of seven years of senior leadership, or equivalent experience
  - Knowledge of, passion for, and commitment to decarbonization principles and methods
  - Champion of progressive values in the clean-energy and energy efficiency sectors
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### **Skills and Experience**

#### **Visionary and Strategic Executive**

- Demonstrated ability to lead a strategic organizational vision and plan
- Understanding of decarbonization industry trends and ability to build the organizational capacity and structure to capitalize on those trends
- Skill in selling, communicating, and championing a common vision that creates downstream clarity
- Decisiveness, with the ability to pinpoint smart business and operational opportunities and forward them across a large, dispersed organization
- Ability to align and effectively operationalize strategy in a large, dispersed organization

- Demonstrated commitment to and success in integrating social justice and equity principles into overall business strategy
- Highly developed risk management capabilities
- Proven financial, budgetary, and governance leadership at an organization of VEIC's complexity and scale

### **Mission-Driven, Passionate, and Committed Industry Leader**

- Passion and personal commitment to energy decarbonization principles and methods
- Authentic, mission-focused and mission-driven leadership
- Credibility, knowledge, and respect within the energy efficiency and climate change industries
- Ability to build effective relationships and expand business opportunities
- Demonstrated experience and familiarity with utility operations, customer relationships, regulations, and policy development
- Industry knowledge and networks necessary to attract, hire, motivate, and manage subject matter experts

### **Creative and Entrepreneurial Business Developer**

- Skilled at creating and evaluating entrepreneurial, creative solutions to complex problems
- Demonstrated business development skills to expand VEIC's external book of work
- Ability to design an organization-wide business development strategy and the necessary supporting infrastructure and staffing model for effective implementation
- Capacity to engage senior leaders of potential clients to win business in both traditional and new markets
- Ability to capitalize on VEIC's unique positioning as a nonprofit in the energy efficiency and utility industries
- Knowledge of mergers, acquisitions, and business risks

### **Empowering and Transparent Leader of Culture, Staff, and the Board**

- Present, accessible, inspirational, and emotionally intelligent leader of staff
- Empathic leader who motivates, appreciates, and respects staff
- Commitment to advancing a positive, warm, welcoming, collaborative, and diverse work culture and climate
- Skilled at creating a culture of high performance and consistent accountability, while taking personal responsibility and ownership for setbacks and successes
- Proactive problem solver and proficient crisis manager
- Committed to integrating equity and social justice policies and principles and creating unity through diversity
- Champion of workplace and organizational transparency
- Ability to create and carry out a broad-based, national talent management strategy
- Partner to the Board of Directors in expanding its impact on the organization

### **Networker, Relationship Builder, and Communicator**

- Proven, consummate, and highly skilled networker, ideally with a personal network in the energy sector
- Exceptionally skilled public spokesperson capable of selling VEIC's vision
- Ability to translate the value of local project successes to national audiences
- Political and policy skills at the state and federal levels with an understanding of how government and policy development works
- Deep commitment to empowering internal and external communities, with the ability to get others quickly to "yes"

## **Application Guidelines**

Candidates must submit a resume and a cover letter that describe how their qualifications and experience match the needs and mission of VEIC, along with a salary requirement. VEIC will accept applications until the position has been filled. Send required documents to: <https://eostransitions.applicantpool.com/jobs/>

Salary is commensurate with experience and within the framework of the organization's annual operating budget. VEIC is an Equal Employment Opportunity and Affirmative Action Employer that encourages applications from candidates from diverse backgrounds and cultures, particularly candidates of color and / or candidates who know and / or represent the communities VEIC serves.

This executive search is being conducted by Eos Transition Partners consultant John Tarvin. All submissions will be acknowledged and are confidential, and any questions must be submitted to John at:

**[jtarvin@eostransitions.com](mailto:jtarvin@eostransitions.com)**.