



RECRUITMENT BROCHURE FOR

DIRECTOR OF
ENERGY EFFICIENCY

THE LOS ANGELES DEPARTMENT
OF WATER AND POWER



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THE CITY OF LOS ANGELES

The City of Los Angeles is the second largest city in the United States and has a multi-ethnic population of approximately four million. Los Angeles is one of the largest business, financial, and trade centers in the country. It is truly a world-class city that offers a diversified economy and an unparalleled quality of life. Los Angeles continues to maintain its position as an economic powerhouse, the entertainment capital of the world, and a major trendsetter in virtually every field of human endeavor.

Los Angeles is a charter city and is governed by the Mayor and the City Council. Mayor Antonio R. Villaraigosa was re-elected in March 2009 for a second four-year term. The City Council serves full time and has fifteen members elected by district for four-year terms. The other two elective offices of the City are the Controller and the City Attorney, both elected for four-year terms. Volunteer Commissions, appointed by the Mayor and confirmed by the City Council, oversee several of the City's departments and bureaus.

The City has 36 departments, bureaus, and offices for which funds are budgeted annually by the Mayor and City Council. In addition, the City has three proprietary (enterprise) Departments (the Departments of Water and Power, Harbor, and Airports) that are financed solely by revenue generated from their operations, which are governed by Commissions.

THE DEPARTMENT OF WATER AND POWER (LADWP)

The Los Angeles Department of Water and Power is a highly visible proprietary department of the City of Los Angeles. The utility is governed by a five member Commission. The General Manager provides leadership to a staff of over 9,000 and an annual budget of \$4.8 billion. LADWP operations are financed solely by the sale of water and electric services and the Department receives no tax support. Capital investments are funded through a combination of revenues and the sale of tax-exempt bonds.

LADWP is the largest municipal utility in the nation servicing an area of over 460 square miles. LADWP was established more than 100 years ago to deliver reliable, high quality, and competitively priced water and power to the residents and businesses of the City. LADWP does this in a safe, responsible, and efficient manner while providing excellent customer service in an environmentally responsible manner. LADWP provides domestic water service to over 700,000 connections and has a customer base for electric customers in excess of 1.4 million.

The LADWP maintains more than 7,100 miles of water pipelines and 100 water reservoirs, imports 35% of its water from the Eastern Sierra region of California, obtains 11% of its water from local groundwater pumping, purchases approximately 53% of its water from the Metropolitan Water District of Southern California, and owns and operates water filtration and treatment plants in the Southern California region. The LADWP also owns and operates electric generating facilities within and outside the City, participates in joint generation and energy resource facility ventures in the western United States, is expanding into other areas of California and the nation to obtain renewable power resources, and maintains approximately 17,000 miles of electric transmission and distribution lines. The LADWP also operates an extensive fiber optic network within the greater Los Angeles region to assist in managing its water and power operations, which is made available to outside entities through lease agreements.

THE POSITION

The Director of Energy Efficiency is responsible for providing comprehensive oversight and strategic direction for the LADWP's Customer Energy Efficiency initiatives. The Energy Efficiency Section has a \$50M program budget and is comprised of approximately 70 employees. The Director will oversee and manage professional, technical, and administrative support staff engaged in the development and implementation of energy efficiency, green building, and related programs.

LADWP is an example of how local government can sustain and enhance local and global natural resources, while continuing to support a vibrant, diverse, and healthy economy for the citizens of Los Angeles.

Goals of the Director of Energy Efficiency are to develop and enhance residential and non-residential energy efficiency programs to strategically position the LADWP to meet its energy conservation goals and better meet customer and community needs.

Duties of the Director include:

- Redefine the Energy Efficiency program's strategy/direction and make key decisions including allocating capital and human resources; technical program design and development; program policy and guideline development; financial rates and analysis; benchmark studies; programmatic goal setting; and implementation of programs.
- Identify and develop solutions for strategic, technical, and/or managerial barriers to program success.
- Provide comprehensive oversight, direction and coordination of energy efficiency outreach activities. These activities include analyzing the current market adoption rate, business trends, and new technologies; identifying key issues/areas to pursue; evaluating, measuring, and verifying program activities.
- Represent and promote the LADWP at various utility groups, Boards, Commissions, City Council, Council Committees, state and federal agencies, environmental organizations, working groups, task forces, associations, and conferences.
- Collaborate with industry leaders to share knowledge, problem solve, build relationships, and leverage resources to realize goals.



THE IDEAL CANDIDATE

The ideal candidate for Director of Energy Efficiency will be recognized as having the ability to provide the Los Angeles Department of Water and Power with the following qualities and attributes:

Vision and Leadership Skills

- Strong leader who is able to inspire staff creativity in the energy efficiency section.
- Demonstrated ability to plan and complete high-quality energy efficiency programs and services on time and on budget.
- Represent the LADWP as a showcase for customer conservation solutions.
- Excellent financial and analytical skills.

Management Skills

- Possess high level executive management skills in order to oversee a technical staff dealing with a variety of energy efficiency programs.
- Have a proven track record of implementing innovative technology.
- Apply sound judgment and guidance on complex and technical issues.
- Contribute as a member of the management team in support of LADWP's mission and vision.
- Proactive and results oriented, able to motivate and empower employees to achieve their highest potential, setting the tone with his/her own performance and record of outstanding achievement.

LADWP is committed to reducing its environmental impact and preserve the precious resources of the area. The Energy Efficiency section has a number of programs to reduce energy consumption and integrate more renewable energy into its power supply.

Communication and Relationship Skills

- Proven, effective communicator who is proactive at providing information to the customers, stakeholders, senior management, Board of Water and Power Commissioners, other key members of the organization, and the community at large.
- Strong collaboration skills, and have the ability to effectively interact with service agencies throughout the region.
- Proven experience working in a union environment.
- Demonstrate an open, honest, and forthright approach in all communications.

Customer Service Orientation

- Establish and promote high standards regarding customer service.
- Understand and promote the need for effective private/public contractual arrangements and cooperative efforts in the area of energy efficiency.

QUALIFICATIONS AND EXPERIENCE

Evaluation of Education and Experience: A Bachelor's degree from an accredited college or university is required. An advanced degree may be considered a plus. The ideal candidate will have five (5) years of progressively responsible experience as a senior executive responsible for program development with a focus on energy efficiency and demand side management programs (*preferably with a utility or within a large, complex public or private organization*).

The LADWP leadership, working in concert with Ralph Andersen & Associates, reserves the right to determine the best combination of education and experience required for this position.



COMPENSATION

The salary range for this position is \$170,004.96 to \$211,201.20 per year. Placement within the range will be based upon the qualifications and experience of the selected candidate. The Los Angeles Department of Water and Power also offers a benefits package that includes retirement, medical, dental, annual Executive Physical, life and disability insurance, vacation, and sick leave. The LADWP may also offer relocation assistance.

TO APPLY

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. **The closing date for submittal of interest is Friday, March 9, 2012.** Review of resumes will begin the week of March 12, 2012. **Candidates are encouraged to apply as soon as possible.**

To be considered, candidates must submit a:

- Compelling cover letter;
- Comprehensive resume;
- Salary history; and
- Five (5) professional references.

An electronic version of all submittals is required. Apply by sending information via email to apply@ralphandersen.com.

Initial evaluation of submitted materials will be conducted by Ralph Andersen & Associates to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relevant experience and overall suitability for this position. Candidates will also be introduced to others in leadership positions throughout the LADWP at a later stage of the screening process. **Only the most qualified candidates, as determined by the screening process, will be invited to an interview.** It is anticipated that the LADWP will conduct interviews in late March 2012. Ideally, the Director of Energy Efficiency will join the organization in April or May 2012 or at a mutually agreed upon date.

Candidates will be required to sign a release form to authorize preliminary reference calls and verifications to be conducted. Employment history, degrees obtained, and other certifications/accomplishments will also be verified. This position will require a detailed background investigation, including on-site visits to substantiate and verify accomplishments.

Questions regarding this position or the recruitment process should be addressed to:

Ms. Heather Renschler
or Mr. Robert Burg
(916) 630-4900

Ralph Andersen & Associates
5800 Stanford Ranch Road, Suite 410
Rocklin, California 95765

Confidential inquiries are welcomed.

LADWP is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.