



JOB ANNOUNCEMENT

Executive Director

Posted 9/26/22

RENEW Wisconsin (RENEW) is Wisconsin's premier clean energy education and advocacy organization. We partner with industry, the legislature, non-profits, utilities, and government agencies to lead and accelerate the transformation to Wisconsin's clean energy future through advocacy, education, and collaboration. Our vision is to have clean renewable energy powering a strong, healthy, and vibrant Wisconsin.

RENEW achieved 501c3 status in 1991, and, like the industry we represent, our team is dynamic and fast-growing, nearly doubling in size over the past four years. Our annual Renewable Energy Summit continues to flourish, with 650 attending our 11th Summit this past January. In 2020, Governor Tony Evers appointed our then Executive Director as a Public Service Commissioner, ushering in a wave of cases directly impacting renewable energy. In 2022, our staff were invited to the White House to celebrate the passage of the Inflation Reduction Act (IRA) with the President. Policy changes, technology advancements, and major federal legislation promise that renewable energy is not slowing down anytime soon.

RENEW supports solar power, wind power, renewable natural gas (RNG), local hydropower, geothermal energy, beneficial electrification including electric vehicles, and emerging technologies. Our next Executive Director, along with our team of approximately ten staff and interns, a \$1.4M budget, and an extensive list of industry partners and major donors, will lead RENEW into a dynamic, equitable, just, and vibrant future to better serve the residents of Wisconsin. Learn more about our organization at www.renewwisconsin.org and www.facebook.com/RENEWWisconsin.

Job Responsibilities

This is a high-profile, high-impact position. As we navigate a period of transition and prepare for our 12th annual Summit, we expect the Executive Director to focus internally on staff and operations with a gradual shift to an increasingly external-facing position over the following 6-12 months.

Leadership & Strategy

- Provide strong visionary leadership to implement and enhance our 2022-2026 Strategic Plan.
- Meet regularly with Board and Executive Committee, keeping both informed and engaged in our successful organization.
- Build a diverse pipeline of future Board members.
- Ensure annual and long-term financial viability.
- Retain a diverse, highly qualified staff and volunteers by providing career coaching, growth, and personal development.

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- Oversee operations ensuring the internal systems for tracking programs, financial, fundraising, and operational data are coordinated and streamlined.

Fundraising & Development

- Cultivate and expand our state and national network of high contribution donors.
- Ensure grant reports are timely, capturing how the funds were used for the outlined work as well as sharing wins, challenges and pivots encountered.
- Seek additional funding opportunities.
- Provide strategic direction to the Director of Membership including quarterly revenue goals, new member pipeline quotas, rekindled relationships with lapsed members, and institutional funders.

External Relations & Communications

- Identify, develop, cultivate, and manage strategic partnerships for the purpose of RENEW's growth and impact.
- Provide strategic direction to the Director of Communications to raise visibility of RENEW's work, promoting accomplishments, findings, and vision to engage a range of audiences and stakeholders. This could include donors, potential funders, policy makers, media entities, peer organizations, partners, and students.

Program Development

- Track details such as budgets and deadlines in addition to following their big picture vision.
- Work with Program Directors to set goals for RENEW's growth, develop plans for programs to meet those goals, and oversee the programs as they operate. Additionally, identify if additional programming is needed.

Policy & Government Affairs

- Work with the Director of Government Affairs to champion renewable energy and related policy to our network of partners and state legislators.
- Oversee the Policy Team to review and interpret comments/testimony in regulatory proceedings. Develop arguments with evidence that can either be compelling support or rebut the issue(s).

Requirements

- **Leadership experience:** Candidates should have a minimum of five years' experience managing people and projects, be organized and able to keep multiple projects on track. Our ideal candidate will have three or more years of experience as executive director to another non-profit organization.
- **Creativity and collaboration skills:** Candidates should be prepared to work with a team that thinks outside-the-box and challenges existing orthodoxies. Candidates should enjoy working in a collaborative organization and alongside business owners, high-level donors, politicians of all parties, community activists, and underserved populations.

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- **Communication skills:** Candidates must have extensive experience clearly communicating with diverse audiences both verbally and in writing and be prepared to speak in front of large groups, take media interviews, and write persuasively on complex topics for an audience of non-experts.
- **Clean energy passion:** Perhaps you have worked as a utility policy advisor, a solar installer, or you drive an electric vehicle. Passion drives what we do, and prior experience in, and love for, our industry is a must.

The Team at RENEW is made of:

- **Self-starters:** People who see and seize opportunities, take risks, learn from failure, and will bring a sustained passion for our mission.
- **Collaborators:** People who work in teams—sharing ideas, brainstorming, co-authoring products, and advancing shared priorities.
- **Creators:** People who foster divergent thinking; that aren't afraid to take on the status quo of the left or the right. Team members come up with original insights, find unique ways to look at data, and challenge their preconceptions.
- **Results-oriented:** People who function with an organizational commitment to clear objectives, ambitious timelines, accountability for results, and a focus on impact.
- **Respectful:** People who embrace the diverse perspectives of everyone and actively embed the values of diversity, equity, and inclusiveness in all their efforts.

Salary & Benefits

Our office is in downtown Madison, one block from Capitol Square. We offer a hybrid work plan, flexible to suit the needs of our employees during typical 9-5 business hours. Our benefits package includes retirement, individual coverage, health reimbursement arrangement (ICHRA), a generous vacation policy, and, for the right candidate, a relocation stipend. Our salary range for this position is \$95,000-\$120,000.

To Apply

Submit a single pdf document containing your resume, cover letter, and three references to hr@renewwisconsin.org. Applications will be considered first come, first serve until Tuesday, October 31, 2022.

RENEW Wisconsin is committed to diversity, equity, and inclusion in our work and our hiring practices. We value a team with different perspectives, educational backgrounds, and life experiences and prioritize diversity within our team. We encourage people from underrepresented backgrounds to apply.