



VP of Equity Solar Development

About Impact Power Solutions:

Impact Power Solutions, LLC is a full-service clean energy development company. For over 30 years, we have worked to deliver customers solutions ranging from rooftop installations to multi-megawatt community solar gardens. Our company's purpose is, and always will be, to positively impact people, power and the planet with solar energy.

IPS Diversity Statement:

Diversity, Equity, Inclusion, and Justice are core to IPS' mission of positively impacting people, power, and the planet with clean energy. IPS believes that business can be the catalyzing platform to lift diverse voices and drive change. Diverse companies are more innovative and ultimately better positioned for success in the energy transition. Creating a diverse workforce centered around equity and environmental justice has been baked into our DNA since our company was founded more than 30 years ago. Today, IPS endeavors to actively create a work environment that reflects the communities in which we live and work, where everyone feels empowered to be their authentic selves.

Position Mission:

To develop a profitable 12-24 month portfolio forecast for IPS in the growing equity-focused solar sector, nationwide. The VP of Equity Solar Development will, with input from the Chief Development Officer, analyze opportunities, originate project portfolios, coordinate with the land development team, and provide an overall forward direction for existing and emerging DEI solar markets in the US. The key metric will be to exceed profitability goals set forth by the CDO with an eye toward exceeding the company's Gigawatt Moonshot by 2025.

Position Responsibilities:

- Co-direct DEI markets' land acquisition strategy with input from CDO to achieve no less than 300 MWac in project pipeline
- Co-direct DEI markets' interconnection strategy with input from CDO to achieve no less than 300 MWac in project pipeline
- Originate, track, and manage any potential acquisition opportunities with outside parties to achieve 300 MWac project pipeline
- Direct vendor and partner management
- Goal of closing at least 30MWac in projects per year
- Lead Policy, Land Acquisition, Customer or Revenue Acquisition, and Interconnection teams toward shared common objectives, to achieve a 300 MWac project pipeline
- Develop talent and provide input and guidance for all new regional hires or promotions
- Responsible for (along with New Market Project Managers) organizing web-based, shared tracking documents and spreadsheets for new DEI US markets.
- Once baseline is established and agreed upon by CDO, manage the portfolios' Profit & Loss by creating clear KPI's
- Provide support to the Sales Manager, Land Acquisition Manager, and Marketing Manager to align goals across the departments toward shared objectives
- Identify cost categories for DEI Market Development
- Identify income categories for DEI Market Development

APPLY AT: <https://www.indeed.com/job/vice-president-equity-solar-development-8754ff0d5c3904b0>



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Critical Competencies:

- **Analytical:** The ability to gather, comprehend, and distill information into actionable recommendations.
- **Attention to Detail:** The ability to process detailed information effectively and consistently.
- **Attention to Communication:** Listens actively to stakeholders to identify and use effective communication channels, keeping IPS informed on a regular basis.
- **Calm Under Pressure:** The ability to maintain a consistent attitude and level of professionalism under stressful work conditions.
- **Focus on Quality:** Intense focus on producing only quality work that you can be personally proud of.
- **Coachable:** Open to seeing other's prospective and mature enough to see the growth opportunities when presented.

Cultural Fit:

- Candidate must align with IPS's purpose: to positively impact people, power and the planet with solar energy.
- Candidate should familiarize themselves with IPS' core values and determine whether they are a company fit: <https://ips-solar.com/wp-content/uploads/2021/10/IPS-Core-Purpose-Values.pdf>

Technical Skills:

- Candidate must have moderate knowledge of energy and utility markets including regulatory and policy processes.
- Must possess basic Office proficiency (Word, Excel, Powerpoint, etc).
- Must be comfortable with digital communication including email, text, virtual meeting software, etc.
- Excellent verbal and written communication skills.
- Complex analytical skills (energy data, utility rates, etc.)
- High level of organizational skills.
- Ability to build partnerships and consensus.

Qualifications:

- **Required:** Bachelor's Degree in Business, or comparable AND 2+ years experience in the renewable energy field
- **Preferred:** MBA or demonstrated experience in equity-focused development

To Apply:

In the "Additional Documents" upload section, please attach a single PDF containing a resume, cover letter, and optional diversity statement describing how your past experiences have influenced your personal and professional growth and the unique perspective or value you bring to the solar industry."

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