

CAREER OPPORTUNITY

Energy Efficiency Program Lead (Strategic Initiatives)

Are you interested in joining an organization that's passionate about helping Manitobans save energy, money, and the environment?

Efficiency Manitoba is our provincial Crown corporation focused on working with Manitobans to reduce electricity and natural gas consumption in homes, businesses, and communities across the province.

We're a dynamic, nimble, action-oriented, and transparent organization that fosters positive engagement, creativity, and diversity across our team and with those we work with.

We're currently recruiting for a full-time, permanent position of Strategic Initiatives Program Lead.

POSITION OVERVIEW

Under the general direction of and working in close collaboration with the Strategic Initiatives Manager, the position will be responsible for coordinating team members and providing mentorship and day-to-day leadership to respective teams. The role provides experienced-based guidance to teams in researching, designing, developing, and implementing demand side management (DSM) programs while providing excellent customer service, cross EM team collaboration, and overall team contributions towards the achievement of Efficiency Manitoba's targeted goals and mandate.

In carrying out the responsibilities, the successful candidate will monitor, review and report on ongoing program performance and work with team members to identify and implement continuous improvement strategies to ensure ongoing success. The portfolio of programs currently includes air source heat pumps, ground source heat pumps, solar PV, Innovation Fund, and supporting early stages of program research and design in demand response and district geothermal.

RESPONSIBILITIES

- Actively participate in recruiting, developing, coaching, assessing, and leading a diverse and talented workforce aligned with Efficiency Manitoba's strategic direction, goals, and culture.

- Oversee the administration and evolution of a suite of DSM programs and offers tailored to meet the market needs ensuring marketability, clarity, accountability, and consistency.
- Coordinate resources responsible for program design, implementation, and administration including program enhancements and product delivery strategies.
- Identify and lead the implementation of work process improvements to maximize performance of DSM initiatives.
- Oversee contracts for the supply of consulting or program delivery related services, including coordinating the continuous improvement of Efficiency Manitoba's CRM/DSM tracking system.
- Work collaboratively with Efficiency Manitoba's Communications & Customer Experience team to develop strategies to communicate assigned market-sector-level programs and offers to customers and external stakeholders.
- Provide team oversight and work collaboratively with senior team members, technical leads, management and executive to ensure customer engagement in the promotion of energy efficiency programs and offers.
- Define and develop priorities and objectives for projects, negotiate with trade allies, establish monitoring, and project control mechanisms to ensure program effectiveness; prepare and monitor budgets and contracts.
- Develop relationships and partnerships with industry associations, trade allies, customer associations, and government departments as required.
- Evaluate and assess the effectiveness of program strategies using various measurement, assessment, and accountability approaches, including standard DSM analysis tools.
- Keep abreast of national and local developments and trends in industry, such as the future direction of green building standards and federal and provincial codes and standards.
- Prepare and monitor energy savings and financial forecasts, expenditures, and variance explanations.
- Manage the effective utilization of Efficiency Manitoba's customer relationship management (CRM) system, including data entry, lead tracking, and follow-up.
- Required to travel and/or attend meetings outside of normal working hours.

REQUIREMENTS

- Bachelor of Commerce Degree (Hons.) with a focus in Marketing, or a Masters of Business Administration (MBA) or equivalent, plus a minimum four (4) years of directly related experience working in the energy efficiency design, marketing and/or program development fields acquiring thorough knowledge of the principles of DSM. Experience must include a minimum of one (1) year of leadership experience. An equivalent combination of education and directly related experience may be considered.

- A strong commitment to and enthusiasm for customer service and energy conservation.

Technical Competencies:

- Demonstrated knowledge of the principles of DSM initiative analysis.
- Demonstrated expertise in the design, administration, marketing, management, and delivery of energy efficient products and/or services.
- Demonstrated expertise in utilization of cost benefit analysis processes specific to the design of cost-effective demand side management programs.
- Demonstrated problem solving/critical thinking skills.
- Knowledge of and practical experience using innovative approaches to marketing-based problems.
- Demonstrated ability and experience in writing reports, proposals, briefings, and recommendations, and preparing and delivering internal and external presentations.

Leadership Competencies:

- Demonstrated ability to coach, train, and mentor others in acquiring the above-listed technical competencies.
- Possess strong interpersonal, verbal, and written communication skills and a demonstrated ability to organize, mentor, lead, coordinate, and coach team members through the process of designing, delivering, and assessing market-based conservation programs.
- Demonstrated ability to make recommendations and decisions aligned with strategic goals and objectives.
- Proven capability to drive and implement change through continuous improvement.
- Effectively facilitate cross organizational collaboration.
- Demonstrated ability to build and lead high performing multi-disciplinary teams with diverse backgrounds and knowledge.
- Ability to represent Efficiency Manitoba nationally to industry and industry associations, the general public and government agencies, confidently and professionally.

We're proud to offer and foster a supportive and team-oriented work environment. We offer a competitive compensation package, which includes a defined-benefit pension plan and access to a comprehensive health benefits plan. We provide the opportunity for virtual work arrangements, and have a nine-day work cycle which normally results in every other Monday off.

The starting salary for this position will be commensurate with qualifications and experience. The salary range for this position is \$78,461.10 to \$108,265.27 annually.

At Efficiency Manitoba, we're committed to creating and maintaining a safe, equitable, and inclusive work environment. Women, Indigenous peoples, persons with a disability, and members of visible minorities are encouraged to self-declare in their application. Reasonable accommodations are available to applicants who may experience a barrier arising from a protected characteristic(s) identified in The Manitoba Human Rights Code. Please let us know if you require accommodations during the recruitment process.

We encourage interested candidates to apply by emailing their application including their qualifications and relevant experience to careers@efficiencyMB.ca no later than Thursday, April 11, 2024. Please reference the position title in the subject line of your email.

We thank all candidates who apply, however, only those selected for an interview will be contacted.

For more information on Efficiency Manitoba, candidates are encouraged to visit our website at efficiencyMB.ca.