

**LIVE, WORK,  
EMPOWER SAN JOSE.**

## **Principal Power Resources Specialist**

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**SAN JOSE**   
**CLEAN ENERGY**

CITY OF  
**SAN JOSE**  
CAPITAL OF SILICON VALLEY

## THE CITY

Known as the “Capital of Silicon Valley,” the City of San José plays a vital economic and cultural role anchoring the world’s leading region of innovation. Encompassing 178 square miles at the southern tip of the San Francisco Bay, San José is Northern California’s largest city and the 10th largest city in the nation. With more than one million residents, San José is one of the most diverse large cities in the United States. San Jose’s transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major tech headquarters like Cisco, Adobe, Samsung, and eBay as well as startups and advanced manufacturing.

San Jose’s quality of life is unsurpassed. Surrounded by the Diablo and Santa Cruz mountain ranges and enjoying an average of 300 days of sunshine a year, residents have easy access to the beaches along the California coast including Santa Cruz, Monterey, and Carmel; Yosemite and Lake Tahoe in the Sierra Nevada; local and Napa Valley wine country, and the rich cultural and recreational life of the entire Bay region.

San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media including Business Week and Money magazines. The downtown area is home to high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by the Tech Museum of Innovation, the San José Museum of Art, and many local galleries and venues. Nineteen public school districts and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the city include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted Envision San José 2040, a long-term growth plan that sets forth a vision and a comprehensive road map to guide the City’s anticipated growth through the year 2040.



The Plan proactively directs significant anticipated growth in new homes and workplaces into transit-accessible, infill growth areas and supports evolution toward a more urban landscape and lifestyle. The San José area is powered by one of the most highly educated and productive populations in America. More than 40% of the workforce has a bachelor’s degree or higher, compared with 25% nationally. Forty percent of San José residents are foreign born, and 50% speak a language other than English at home.

San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.

## CITY GOVERNMENT

The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of 10 council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and the executive team provide strategic leadership that supports the policymaking role of the Mayor and the City Council and motivates and challenges the organization to deliver high quality services that meet the community’s needs. The City actively engages with members of the community through Council-appointed boards and commissions.

In addition to providing a full range of municipal services including police and fire, San José operates an airport, municipal water system, a regional wastewater treatment facility, over 209 neighborhood and regional parks, an accredited zoo, and a library system with 24 branches. The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, and the SAP Center San José – home of the National Hockey League’s San José Sharks.

City operations are supported by 6,592 positions and a total budget of \$4.1 billion for the 2020-2021 fiscal year. San José is dedicated to maintaining the highest fiscal integrity and earning high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City’s website at [www.sanjoseca.gov](http://www.sanjoseca.gov).



## ABOUT THE DEPARTMENT

In 2017, the City established the Community Energy Department to administer San José Clean Energy (SJCE), San José's Community Choice Energy provider. In February 2019, SJCE launched electricity generation service to residents and businesses. Today it serves more than 328,000 customers and has a peak load of almost 1 GW. SJCE is responsible for purchasing over 5,000 GWh of electricity annually and has an annual operating budget of over \$300 million.



## POSITION AND DUTIES

The City of San Jose's Community Energy Department's is seeking a Principal Power Resources Specialist to join the Power Supply Team. Successful candidates should have a deep knowledge of California energy markets, relationships, and experience working with a variety of energy market participants, including: large energy trading firms, independent power producers, investor owned and municipal utilities, and CCAs. Experience successfully managing and improving power portfolio performance for a large utility or power trading firm is highly preferred. For more information on the development the Community Energy Department, please [click here](#).

The ideal candidates have strong analytical skills with extensive experience related to power trading and origination, and contract negotiations in California energy markets. The positions will be part of a fast-paced team, often working on multiple high-priority projects and short deadlines. Good judgment, initiative, and cooperation with other staff and outside stakeholders will be an asset to this position.

This position will report to the Deputy Director of the Power Resources Division. Successful candidates should possess the following:

- Extensive knowledge of energy market indices, pricing trends, seasonal market dynamics, and experience using this knowledge to improve power portfolio performance.
- Extensive experience in contract negotiations with large energy trading firms, utilities, and renewable developers.
- Extensive experience with energy contracts including energy and capacity transactions, the Edison Electric Institute (EEI) agreement, and short-term Western Systems Power Pool (WSSP) transactions, tolling agreements, and long-term power purchase agreements.
- Strong data analytics skills, experience implementing strategies, data driven in order to improve power portfolio performance.
- Experience in managing power bids and requests for proposals.
- Knowledge related to power generation technologies, major asset owners, risks and benefits of various power sources and contract structures.
- Knowledge and experience working with regulatory compliance agencies such as: the California Public Utilities Commission (CPUC), the California Independent System Operator (CAISO) , CEC, FERC
- Experience with CAISO markets, or another RTO, power scheduling and settlement functions to ensure compliance and reduce market risks and costs.
- Experience developing long and short-term resource plans; including utility integrated resource planning to develop an electric utility's resource needs to cost effectively meet expected electricity demand over a long-term planning horizon.

## THE IDEAL CANDIDATE

The ideal candidate will possess the following competencies, as demonstrated in past and current employment history. Desirable competencies for this position include:

- **Job Expertise** – Demonstrates knowledge of and experience with applicable professional/technical principles and practices, Citywide and departmental procedures, policies, and federal and state rules and regulations.
- **Communication Skills** – Effectively conveys information and expresses thoughts and facts clearly, orally and in writing; demonstrates effective use of listening skills; displays openness to other people's ideas and thoughts.
- **Teamwork & Interpersonal Skills** – Develops effective relationships with co-workers and supervisors by helping others accomplish tasks and using collaboration and conflict resolution skills.
- **Problem Solving** – Approaches a situation or problem by defining the problem or issue; determines the significance of problem; collects information; uses logic and intuition to arrive at decisions or solutions to problems that achieve the desired outcome.
- **Fiscal Management** – Understands the relationship of the budget and resources to the strategic plan; complies with administrative controls over funds, contracts, and procurements.
- **Planning** - Acts to align own unit's goals with the strategic direction of the organization; defines tasks and milestones to achieve objectives, while ensuring the optimal use of resources to meet those objectives.
- **Analytical Thinking** – Approaches a problem or situation by using a logical, systematic, sequential approach.
- **Project Management** - Ensures support for projects and implements agency goals and strategic objectives.
- **Leadership** - Leads by example; demonstrates high ethical standards; remains visible and approachable and interacts with others on a regular basis; promotes a cooperative work environment, allowing others to learn from mistakes; provides motivational supports and direction.

## EDUCATION

A Bachelor's degree from an accredited college or university in Business, Economics, Engineering, Environmental Studies, Law, Natural Resources, Statistics, or related field to utility business. A Master's degree is highly desirable.

## EXPERIENCE

**Experience:** Six (6) years of progressively responsible related experience overseeing and administering energy resources operations, planning, purchasing, scheduling, or contract negotiations.

**Acceptable Substitution:** A Master's degree in a related field, may be substituted for up to two (2) years of the required experience. There is no substitution for the required bachelor's degree.

Federal law requires all employees to provide verification of their eligibility to work in this country. Please be informed that the City of San José will NOT sponsor, represent, or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employer application.

## BENEFITS AND COMPENSATION

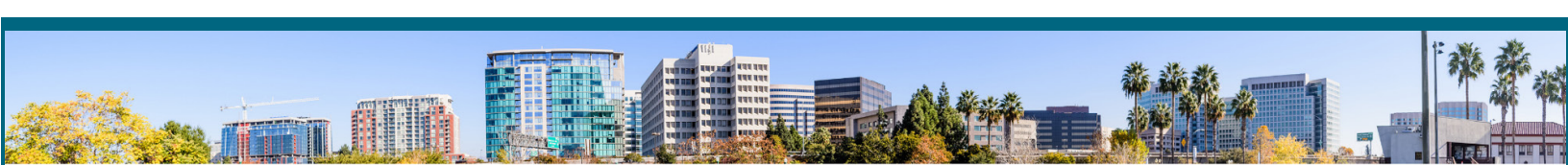
The Principal Power Resources Specialist salary range is currently \$133,806.66 - \$167,257.15 placement within this range will be dependent upon the qualifications and experience of the individual selected. The Principal Power Resources Specialist also receives an approximate five percent (5%) ongoing non-pensionable compensation in addition to the compensation listed above.

The salary is supplemented by an attractive benefits package that includes, but is not limited to:

**Retirement:** Competitive defined benefit retirement plan with full reciprocity with CalPERS; defined contribution plan available as an option.

**Health Insurance:** The City contributes 85 percent towards the premium of the lowest cost non-deductible plan. There are several plan options.

**Dental Insurance:** The City contributes 100 percent of the premium of the lowest priced plan for dental coverage.



**Personal Time:** Vacation is accrued initially at the rate of three weeks per year with amounts increasing up to five weeks after 15 years of service. Executive Leave of 40 hours is granted annually and depending upon success in the Management Performance Program could increase to up to 80 hours. Sick Leave is accrued at the rate of approximately 8 hours per month.

**Holidays:** The City observes 14 paid holidays annually.

**Deferred Compensation:** The City offers an optional 457 Plan.

**Flexible Spending Accounts:** The City participates in Dependent Care Assistance and Medical Reimbursement Programs.

**Insurance:** The City provides a term life policy equal to two times annual salary. Long-term disability and AD&D plans are optional.

**Employee Assistance Program:** The City provides a comprehensive range of services through the EAP.

For more information on employee benefits, visit the [City's benefits website](#).

## APPLICATION AND SELECTION PROCESS

This position is open until filled. Candidate review will begin on **March 1, 2021**. Please note that applications are currently **NOT** accepted through CalOpps or any other third-party job board application systems. To be considered for this exceptional opportunity, candidate must submit the following items via email directly to the City's recruiter listed below:

- A Cover Letter
- A resume that reflects the size of staff and budgets you have managed. Your resume should indicate both months and years of beginning/ending dates of the positions held.

Please submit cover letter and resume to Michelle Saechao via email at [Michelle.Saechao@sanjoseca.gov](mailto:Michelle.Saechao@sanjoseca.gov)

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to proceed in the selection process. Additional phases of the selection process will consist of one or more interviews. A final selection will be made upon completion of comprehensive references and background checks.

INCOMPLETE APPLICATIONS AND APPLICATIONS NOT SUBMITTED AS DESCRIBED WILL NOT BE CONSIDERED.

