



Deputy Director

Vacancy Announcement

ABOUT THE POSITION

The Deputy Director is a senior leadership position responsible for providing both organizational and technical leadership and supervision across the Western Interstate Energy Board (WIEB). The Deputy Director contributes to strategic planning, organizational operations, staff management and development, and external relationship management. This role also serves as the organization's principal technical authority, guiding complex analytical initiatives and ensuring the rigor, clarity, and relevance of technical work products. This role requires the ability to seamlessly adapt between leading, delegating, and delivering, often simultaneously and across a variety of technical, policy, and operational domains.

This position reports to the Executive Director of WIEB and is a key member of the WIEB Leadership Team.

ABOUT THE WESTERN INTERSTATE ENERGY BOARD

WIEB is an organization of 11 Western States and 2 Western Canadian Provinces. The legal foundation for WIEB is the Western Interstate Nuclear Compact (Public Law 91-461). The governor of each state and the premier of each province appoints a member to the Board.

WIEB facilitates and promotes the cooperative energy policy efforts of its member U.S. states and Canadian provinces, including collaboration with the federal government. WIEB engages state and federal agency personnel and policy makers, regulated entities, industry experts, and other interested stakeholders in collaborative and ongoing discussions about key energy issues affecting the Western Interconnection. WIEB's mission is to provide the instruments, framework, and technical support for cooperative state efforts to "enhance the economy of the West and contribute to the well-being of the region's people."

Much of the work of the Board is conducted through its committees: the High-Level Radioactive Waste Committee (HLRWC) and the Committee on Regional Electric Power Cooperation (CREPC). WIEB also provides staff support to the Western Interconnection Regional Advisory Body (WIRAB), the Western Energy Imbalance Market Body of State Regulators (WEIM-BOSR), the Western Resource Adequacy Program Committee of State Representatives (WRAP-COSR), the Markets+ State Committee (MSC), and the Waste Isolation Pilot Plant Transportation Technical Advisory Group (WIPP TAG).

Equal Opportunity

Western Interstate Energy Board provides equal employment opportunities to all employees and

applicants for employment without regard to actual or perceived race, color, ancestry, national origin, gender, sexual orientation, marital status, religious creed, age, physical or mental disability, medical condition, genetic information, gender identity or expression, or military and veteran status, or any other status protected by law.

PRIMARY RESPONSIBILITIES

Organizational Leadership, Management, and Representation

- Work in close coordination with the Executive Director to support strategic planning, work planning, team management, and program integration across the organization.
- Support the Director of Finance and Administration in managing annual budgets and grant compliance.
- In partnership with the Director of State, Federal, and International Affairs, serve as a key representative of WIEB with state and provincial energy offices, public utility commissions, federal agencies, market operators, and other stakeholders, building and maintaining strong relationships.
- Supervise and mentor a subset of WIEB staff, including performance management, professional development, and overseeing portfolios and work products.
- Assisting with the development of the Spring and Fall Joint CREPC-WIRAB Meetings, the annual WIEB Board Meeting, and the Annual Leadership Delegation Trip to Washington, DC.

Technical Leadership

- Lead and provide technical guidance and oversight on major regional and interconnection-wide initiatives, including Reserve Expenditure Plan (REP) projects, Stanford Summer Fellowship projects, and multi-state data analysis and modeling efforts.
- Oversee and advise on analysis related to market mechanisms, grid planning, and regional coordination with an emphasis on economic, engineering, and data driven considerations.
- Mentor staff and interns on technical methods, scenario design, and model interpretation; review deliverables for accuracy, and clarity; and coordinate with Director of State, Federal, and International Affairs on policy relevance and alignment.
- Communicate and explain complex technical topics to a wide variety of stakeholders.

KNOWLEDGE, SKILLS, AND ABILITIES

- Demonstrated experience and success with strategic planning, operational leadership, and budget development and management.
- Proven ability to lead, mentor, and manage staff performance in a remote work environment.
- Strong interpersonal and organizational leadership skills, including team coordination and cross-functional collaboration.
- Exceptional communication skills, both verbal and written, in remote and in-person settings.
- High level of discretion, professionalism, and sound judgment in complex or sensitive situations.
- Strong problem-solving abilities and attention to detail.

- Demonstrated ability to build, nurture, and sustain strategic relationships with a diverse range of stakeholders.
- Ability to work both independently and collaboratively in a fast-paced, deadline-driven environment.
- Advanced and applied understanding of economic and/or engineering and/or legal concepts related to electricity markets, grid operations, and transmission planning.
- Proficiency in conducting or evaluating technical analysis, synthesizing results, and developing actionable recommendations.
- Knowledge of regulatory frameworks, market structures, and pricing mechanisms.
- Experience in contract law and regulatory compliance.
- Familiarity with engineering theories applicable to power systems and the bulk electric grid.
- Demonstrated understanding of energy policy issues, institutional dynamics, and stakeholder interests in the Western Interconnection.
- Experience working with governmental agencies, public utility commissions, and energy offices at the state, provincial, and federal levels.
- Experience engaging with nonprofit or quasi-governmental organizations and Boards of Directors.
- Knowledge of and experience collaborating with key organizations in the Western Interconnection, including utilities, CAISO, SPP, WPP, WECC, NERC, and FERC.
- Ability to provide in-house legal analysis of WIEB and regional partner organizations governance documents, contracts, etc. is a plus.

QUALIFICATIONS

- Minimum 13 years of progressively responsible professional experience in electricity markets, utility regulation, transmission planning, system operations, or public policy, including at least five years supervisory or managerial experience, preferably in a remote nonprofit or public-sector setting.
- A Master's degree in economics, law, engineering, energy systems, or a related field is preferred.
- Demonstrated leadership experience, including technical project oversight and cross-functional team management.
- Demonstrated experience in legal contract management and analysis.
- Experience with organizational administration, including strategic planning, budgeting, and grant compliance.
- Strong interpersonal and communication skills, with a proven ability to build partnerships and navigate politically sensitive environments.
- Deep understanding of economic and/or engineering and/or legal principles relevant to bulk electric system operations and market coordination.
- Proven ability to synthesize complex technical findings for policy audiences.
- Knowledge of Western Interconnection institutions, governance, and policy dynamics.
- Experience in both technical analysis and public-sector leadership.
- Ability to thrive in a collaborative and remote-first environment.
- Enthusiasm to lead in both technical and organizational domains.

WORK ENVIRONMENT, TRAVEL, AND CONDITIONS

Environment: This is a remote position; however, all employees must work at a site located within one of WIEB's eleven western states (AZ, CA, CO, ID, MT, NV, NM, OR, UT, WA, and WY), which are all in the Western Interconnection. Due to the regional nature of WIEB's mission and membership, daily work is conducted entirely remotely and supplemented with in person meetings, trainings, and conferences. Regular meetings with staff, state and provincial members, and other stakeholders are conducted via video conference platforms.

Travel: Travel is integral to the execution of WIEB goals. Travel for this position is required and estimated between 20-30% of the employee's time, about 10-20 trips per year. Travel is prioritized and vetted with, and approved by, the Executive Director in advance.

Conditions: This is a full-time exempt-employee position. Employment is subject to a successful background check and verification of eligibility to work in the United States.

COMPENSATION

Salary Range: The salary range for this position is \$130,000 to \$150,000 per year and will be determined based on qualifications.

Benefits: The standard benefits package for full-time exempt positions includes but is not limited to*:

Insurance: WIEB supports employees by offering a comprehensive and competitive benefits program including medical, vision, and dental, as well as Life and Accidental Death and Dismemberment, and Long-Term Disability insurances. WIEB pays 100% of the employee premiums.

Retirement: WIEB provides a 401(k) plan for employees and offers a 7.5% match on eligible compensation and employee contributions.

Paid Time Off: WIEB currently offers 10 holidays per year, 20 days of PTO, and 13 days of paid sick leave; PTO and sick leave are accrued on a rolling basis. WIEB also offers paid family and medical leave.

Tuition Reimbursement Program: WIEB offers a Tuition Reimbursement Program designed to provide educational assistance to employees seeking a graduate degree at an accredited University or College.

Stipend: WIEB provides employees with a modest monthly stipend for office supplies and incidentals.

**All benefits are subject to the details outlined in the WIEB Employee Handbook.*

RECRUITMENT PROCESS AND TIMING

Timing: This vacancy will be posted until filled. The first review of applicants will occur October 20, 2025.

How to Apply: To apply for this position please submit a cover letter and resume to Laura Rennick, Executive Director, at lrennick@westernenergyboard.org. Applications should be delivered in PDF format and not exceed two pages. References will be requested for top applicants.