

Position Profile

Executive Director | Renewable Energy Alaska Project | Anchorage, Alaska

The Position and Leadership Opportunity: Executive Director

Renewable Energy Alaska Project (REAP) seeks an outstanding communicator and systems-focused professional to serve as its next Executive Director (ED). This position offers a unique and exciting opportunity to connect with communities, stakeholders, and policymakers across the state and impact Alaska's energy sector at a critical inflection moment while continuing to advance the future of renewable energy and energy efficiency in Alaska. The incoming ED will follow a 20-year leader and join an organization with an excellent reputation and history of meaningful community and policy impact; an exceptional and growing staff; and a diverse board of Directors all dedicated to fulfilling REAP's mission. The ideal candidate will be an engaging and collaborative leader who is excited to help shape Alaska's energy future.

The Organization

For more than two decades, REAP has championed the increased development of renewable energy and energy efficiency in Alaska through collaboration, education, training, and advocacy. A recognized leader in statewide energy policy and education, REAP has grown from a single staff member at its inception to a current team of 14 with further expansion planned for the future. REAP's \$2.4 million budget (20% grants/donations and 80% program service revenue) is stewarded by a 21-member board.

REAP partners with individuals, communities, and organizations across Alaska, including small and large utilities, conservation and consumer groups, independent power producers, businesses and developers, Alaska Native organizations, and municipal and educational institutions. This deep and broad connection of diverse interests allows for more holistic and representative goals, policies, and planned outcomes in support of renewable energy and energy efficiency in Alaska.

REAP's Areas of Expertise and Action

- **Policy and Advocacy:** REAP is Alaska's renewable energy voice. Collaborating with over 60 diverse dues-paying members, REAP advocates for a stronger state economy while maintaining a healthy environment. Notable policy successes include creation of the Renewable Energy Fund (2008), a regionwide electric reliability organization (2020), Alaska's Green Bank (2024), the Emerging Energy Technology Fund (2010), and funding to retrofit more than 50,000 Alaskan homes (2008-2015). The current policy focus is the establishment of a Renewable Portfolio Standard, which will continue into the new ED's tenure.
- **Energy Education:** REAP is the leading source for renewable energy education in Alaska. Through educational and outreach programs, REAP is building a statewide community that understands where energy comes from and the implications of energy decisions made every day. Initiatives include K-12 education, curriculum development, workforce training and development, public education, and outreach.
- **Community Engagement and Programs:** As renewable energy visionaries and thought leaders, REAP is helping to push Alaska to the forefront of the renewable energy revolution by sharing knowledge and creating partnerships inside and outside of Alaska. As the fastest growing sector of REAP's work, staff are currently focused on offering technical assistance to remote and islanded communities, providing need-based training for stand-alone rural utilities, and offering comprehensive planning and resource navigation services. *Additional information about the*

[Energy Transitions Initiative \(ETIPP\)](#), [Alaska Network for Energy Education and Employment \(ANEED\)](#), and [People in Power Training \(PIP\)](#) at these links.

Strategic Priorities

The next ED will focus on the following priorities, while partnering with the board to build and implement the strategic plan.

Long-term Organizational Priorities

- Alaskans are more educated about the need for and benefits of renewable energy and energy efficiency and conservation.
- Alaskans access relevant and effective renewable energy and efficiency education curricula, instruction, and workforce training opportunities, and have the capacity to implement it.
- Alaska adopts long-range domestic energy policies that facilitate renewable energy development.
- Alaska's Congressional delegation supports renewable energy and energy efficiency and conservation.
- New renewable energy developments are constructed across Alaska.
- Alaska increases its overall energy efficiency by increasing the percentage of renewables across sectors.

Twelve to Eighteen Month Executive Director Priorities

- Build and maintain new and existing relationships with board, staff, and partners with an emphasis on coalition and capacity building.
- Develop a complete understanding of the organization by deeply engaging with staff, programs, public policy goals, finances, and operations.
- Provide staff with support, stability, and consistency, while reinforcing a healthy work culture.
- Begin to increase staff and organizational capacity in depth and breadth to achieve vision.
- Maintain the forward momentum of current public policy and programmatic initiatives and goals.
- Reassess potential funding strategies and research new, diverse funding sources to ensure more consistent unrestricted funding for the organization, including gaining more financial support from within Alaska.
- Working with the board and staff, develop a strategic plan.

Key Responsibilities

Reporting to the board, the Executive Director has the dual role as leader of the internal team, and champion and advocate for REAP's mission. Specific responsibilities include, but are not limited to:

Executive Leadership:

- Partner with the board to set REAP's vision and strategic direction and implement strategies and actions for advancing its mission.
- Be responsive to diverse and complex interests and support the board in navigating divisive issues both internally and externally.
- Provide leadership, support, and mentorship to REAP staff while ensuring that all programs, policies, and procedures align with the organization's values, mission, and strategic direction.
- Assure successful business operations through sound fiscal management practices, including developing and executing the annual budget with board approval.

- Steward existing financial partnerships and develop new funding strategies to ensure long-term sustainability.

Communications and External Relations:

- Create and cultivate collaborations and strategic partnerships to effectively deliver on REAP's mission.
- Build relationships and facilitate effective communication with statewide and national partners and REAP stakeholders.
- Serve as the spokesperson and advocate of REAP, with support from members of the board and other staff, ensuring REAP, its mission, and programs are consistently presented in strong, positive ways.
- Represent REAP in community, professional, governmental, civic, and private agencies.

Qualifications of the Ideal Candidate

While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

Education

- Bachelor's degree or equivalent experience with progressive leadership experience.

Skills and Expertise

- At least five years of organizational leadership and management experience; nonprofit-specific experience is strongly preferred.
- Exceptional written and verbal communication skills, with an ability to communicate effectively and comfortably to a wide variety of audiences.
- A systematic understanding of the energy sector with an emphasis on renewable energy.
- Experience working with or in government or regulatory agencies a plus.
- Experience writing legislation and/or championing public policy initiatives a plus.
- At least five years of experience leading, managing, and developing high-functioning teams, including recruiting and retaining staff.
- A strong knowledge of Alaska culture, history, and work experience highly desired.
- Proven ability to develop and monitor budgets while maximizing operational resources; experience with Municipal, State, and Federal grants and managing complex revenues a plus.

Attributes

- Passion for REAP's mission and excitement to make a meaningful impact in support thereof.
- A diplomatic and politically aware approach to relationship building.
- A collaborative and approachable leadership style consistent with building and maintaining an authentic, transparent, and respectful work culture.
- Demonstrated commitment to working with and bringing together people and groups with differing viewpoints or approaches.
- Ability to think strategically and systematically, and to integrate available resources to efficiently and effectively meet mission.
- Self-starter who stays curious about how to make continual improvements.

Compensation and Benefits

This is a full-time position. The annual salary range is between \$160,000-\$190,000 commensurate with qualifications and experience. REAP provides a competitive benefits package, which includes:

- No-match required 15% retirement contribution.
- Optional access to a health benefit.
- Generous paid time off, including 14 paid holidays and 3 weeks of accrued leave per year (annual leave accrual increases with years of service) and up to 45 days of paid parental leave.
- Personal communication expense reimbursement.
- Continuing education budget.

Application Process

To apply, email your credentials to REAPsearch@forakergroup.org. Applicants should include a resume and cover letter describing interest and qualifications. For questions, contact Adorable Harper, lead recruiter, at REAPsearch@forakergroup.org. Communications will be treated with confidence. Deadline for application submission is February 19. Due to the pace of this search, candidates are strongly encouraged to apply as soon as possible. Resume reviews begin immediately. The search process will include a multi-step interview process.

REAP follows the spirit and intent of all federal, state and local employment law and is committed to equal employment opportunity. REAP is committed to providing equal opportunity for all employees and applicants without regard to race, color, religion, national origin, sex, age, marital status, sexual orientation, disability, political affiliation, personal appearance, family responsibilities, matriculation or any other characteristic protected under federal, state or local law.