

Job Opportunity: Executive Director

Remote, Full-time Position

About the Renewable Energy Wildlife Institute (REWI)

REWI is an independent, nonprofit science organization comprising leaders in the renewable energy industry, science and conservation organizations, and wildlife management agencies who collaborate on a shared mission: Through science and collaboration, accelerate responsible deployment of renewable energy to mitigate climate change and protect wildlife and ecosystems. REWI works closely with over [40 renewable industry and conservation/science partners](#) and many other advisors to build scientific research, strategies and tools, and best practices for responsible renewable energy siting and operations. Collaboration and sound science focused on real-world impact are fundamental to REWI's work, with the efforts of our small, energetic team multiplied by the insight, support, and oversight of our Board, Committees, task forces, project partners, reviewers, and contractors.

REWI prioritizes a strategic and nimble approach, allowing us to remain a leader in developing results that pave the way for a sustainable, clean energy future where both renewable energy and wildlife can thrive. All team members engage in a variety of programs, projects, and activities with a fundamental belief in our mission and dedication to our work. REWI's programmatic areas include:

- Research including [Solar](#), [Wind](#), [Information Management](#), and the Renewable Energy Wildlife Research Fund ([REWRF](#)), an industry-led initiative housed in and administered by REWI.
- Outreach, engagement, and communications that supports REWI's goals to foster collaboration and information exchange.

About the Position

REWI seeks a mission-focused, collaborative, and innovative Executive Director to inspire, motivate, and support staff and stakeholders to tackle the intersection between the rapid build-out and operations of renewable energy development and the conservation of wildlife and related natural resources. The Executive Director will lead REWI to its next level of financial, programmatic, and organizational success.

Reporting to the Board of Directors ([Board](#)), the primary role of the Executive Director is to provide engaged and dynamic leadership in strategic planning and day-to-day operations. This includes (but is not limited to) oversight of REWI's programs, fundraising, staff, administration management, and accountability for all interactions with the Board, [Partners and Friends](#), and the public at large. REWI is built on stakeholder engagement and collaboration, and the Executive Director instills these values in all that REWI does by facilitating the development of relationships and trust and establishing forums for dialogue among key stakeholders relevant to achieving REWI's mission.

The Executive Director works in close collaboration with members of the REWI Executive Team (currently Director of Research & Programs and Director of Operations) in the strategic planning, program development, and day-to-day operations of the organization.

The successful candidate will have demonstrated experience as a collaborative leader, an excellent manager, and an accomplished fundraiser. This position requires someone with outstanding organizational leadership, an entrepreneurial spirit, and a partner-serving mentality. Key requirements include the ability to passionately communicate the mission and achievements of REWI to both internal

and external stakeholders, to form strong partnerships, to work successfully in complex relationships with diverse groups engaged in science and policy, and to direct work that will further develop and expand the organization's funding base, scientific credibility, and impact.

Key Responsibilities

Organizational Leadership

- Guide REWI in achieving its mission, ensuring its programs build on accomplishments to date and further strengthening its quality, relevance, and profile as a credible, science-based institute informed by and applicable to the needs of renewable energy and conservation/science decision-makers.
- Maintain and expand REWI's role as a forum for Partners, Friends, and other stakeholders to strengthen relationships and explore shared interests as well as differences.
- Ensure ongoing programmatic excellence, integrity, and transparency through productive partnerships, and rigorous program administration, management, and evaluation.
- Recommend to, and assist the Board in, developing overall objectives, strategies, and programs to achieve REWI'S organizational goals, and oversee the implementation of all adopted policies, programs, procedures, and plans.
- Motivate and inspire staff to achieve REWI's maximum potential by promoting an organizational culture and structure that fosters communication, collaboration, teamwork, and trust.
- Serve as the ultimate staff-level decision maker on REWI's annual budget, ensuring the preparation of annual financial plans and budgets for review and adoption by the Board.

Board of Directors Engagement

- Strategize with the Board of Directors and Executive Team to ensure the long-term sustainability of the organization.
- Oversee all engagement with and annual reporting to the Board on key organizational information.
- Ensure relevant policies, procedures, and governance guidelines are in place for effective Board leadership and engagement.

Fundraising & Development

- In coordination with key REWI stakeholders, continually explore and develop inventive, visionary campaigns to create, maintain, and expand all funding streams.
- Lead all fundraising activities for the organization and retain responsibility for the financial success of the organization.
- Develop and maintain relationships and continually promote the value of REWI's work to retain and recruit new industry and NGO Partners and Friends.
- Lead the staff and work with the Board to strengthen and expand REWI's existing funding partnerships with state and federal agencies, private foundations, and other organizations and partners as appropriate.

Stakeholder Engagement, Communication, and Brand Management

- Serve as a key arbiter of how to position REWI in activities involving engagement with external and partner stakeholders to ensure REWI maintains its role as an independent, science-based organization focused on informing decision making and policy with directly relevant science and synthesis but not taking a position on the outcome of any decision making or policy activities.
- Steward REWI's reputation as a US-focused and internationally recognized institute providing independent thought leadership to inform decision makers and policy consistent with REWI's mission.

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- Expand awareness, trust, and credibility and clearly and effectively communicate REWI's vision, value, work, and results to key stakeholder groups, decision-makers, and the public.
 - Represent REWI at relevant public forums and events, as the primary representative, or to support and empower staff to effectively represent and promote the organization.

Program & Staff Oversight

- Lead REWI's Executive Team to make organization-wide decisions including updating the strategic plan, executing strategic priorities, and addressing structure, staffing, and budget.
- Oversee development and execution of REWI programs and initiatives, providing vision, leadership, and support for staff.
- Serve as supervisor for key staff, including the Director of Research & Programs, Director of Operations, and other staff as determined by the Executive Team.
- Supervise Outreach & Engagement Communications (OEC) staff and oversee all OEC activities.
- Oversee the work of the REWRF ensuring the Fund produces independent, highest-quality results that can be applied on the ground; ensure smooth integration with REWI's funding model.

Desired Qualifications

- 10+ years of substantive and relevant executive leadership experience; experience in renewable energy, conservation, or managing a non-profit highly desired
- Bachelor's degree required; Master's degree preferred
- Commitment to and passion for REWI's mission, vision, and values; unwavering commitment to quality programs and data-driven evaluation and solutions
- Demonstrated leadership skills, including an engaging and energetic demeanor and the ability to inspire and motivate staff, partners, and donors
- Demonstrated success in institutional fundraising, working with diverse funding partners including corporations, government, foundations, and individual donors; demonstrated success in innovative approaches to fundraising highly desirable
- Demonstrated success in effectively leading a scientific and outcomes-based organization preferred
- Demonstrated expertise in stakeholder engagement and convening, including identifying opportunities for collaboration and collective progress on key issues that arise across stakeholder groups highly desired
- Team-building skills and a collaborative leadership style with the ability to empower staff, as well as the capacity and ability to enforce accountability and position teams for success
- A strong reputation and network among energy and conservation organizations and leaders in the nonprofit, government, and for-profit sectors is highly desired
- Excellent interpersonal and relationship management skills and a track record of building and maintaining strong organizational partnerships
- Strong written and verbal communication skills, a persuasive and passionate communication style, and experience with social media tools
- Demonstrated success in working closely and constructively with a Board of Directors
- Willingness to travel, including to REWI Board meetings, REWI staff retreats, REWI-hosted meetings, other relevant conferences and events, and meetings with specific stakeholders (12-14 trips per year)

REWI welcomes applicants from a variety of backgrounds and/or who have experience outside of our areas of focus. We encourage you to apply even if you do not have all the above-desired qualifications but can demonstrate the desired skills.

Location, Compensation, and Benefits

REWI is an all-remote organization formally headquartered in Washington, DC. This is a work-from-home position; a home office with a reliable, high-speed internet connection is required and, due to the frequent and regular travel, access to a major hub airport in the continental United States is highly desirable. Candidates must be based and authorized to work in the United States.

The base salary range for this position begins at \$230,000 and can extend into the low-\$300,000's commensurate with skills and experience. REWI offers a generous, comprehensive benefits package, including medical, dental, disability, and life insurance (with REWI currently covering 100% of the cost for employees), flexible spending account, retirement plan and match, cell phone and internet reimbursement, and paid time off (including federal holidays, 20 days of vacation, 3 personal days, and 10 days of sick leave for this position).

Applications

CEA Consulting is honored to be partnering with REWI on this search. Please submit a thoughtful cover letter, resume, and salary expectations [here](#). Only complete applications in Word or PDF format will be considered.

Applications received before July 31, 2024, will be given priority; later submissions will be reviewed as needed until the position is filled. No phone or written inquiries, please. All questions and/or technical issues should be directed to Eileen Ashton, Search Lead, at eileen@ceaconsulting.com.

REWI is proud to be an Equal Opportunity Employer (EOE). We strive to increase diversity, equity, and inclusion (DEI) in all elements of our work and with our partners. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. We are committed to a policy of non-discrimination, inclusion, and equal opportunity and actively seek a diverse pool of candidates in this search.