



## **New Energy Nexus – Chief People Officer (CPO)**

### **The Organization**

New Energy Nexus is an international organization that supports clean energy entrepreneurs with funds, accelerators and networks. We started in California and have expanded operations into China, India, Southeast Asia, and East Africa. Our mission is to support diverse entrepreneurs to drive innovation and build equity in the global clean energy economy. Our goal is to support 100,000 startups to succeed by 2030 – a decisive decade in our collective struggle with climate change. With our network, we directly boost hundreds of entrepreneurs annually while uplifting thousands more. Since 2004, New Energy Nexus (up until recently known as California Clean Energy Fund) has leveraged billions in investment, invested in 100s of clean energy enterprises, and launched industry leading centers for solution collaboration. Learn more at [www.newenergynexus.com](http://www.newenergynexus.com).

### **The Opportunity**

New Energy Nexus is looking for a **Chief People Officer**. As a knowledge-based organization, people are our greatest asset. We are a decentralized organization that can only have exponential impact if we find the right mix of process, supportive systems and room for individual creative problem solving. We have a wide range of skill levels and needs across our team. In alignment with our values – Boldness, Justice, Creativity, Impact, and Agility - this role will manage the development of our people, their engagement, and the development of people-centric processes that enable us to do our best work.

This job could be remote or located in any of the following locations: Oakland, CA (USA), New York, NY (USA), Singapore, or Jakarta (Indonesia). Limited relocation cost coverage can be worked into a compensation package for the right candidate.

### **The Ideal Candidate**

We are looking for an individual who is passionate about working on our systems, culture and people development for an excellent globally distributed organization that is exponential in impact and true to its mission; **to support diverse entrepreneurs to drive innovation and equity into the global clean energy economy.**



The candidate is passionate, curious and skillful about applying an Equity lens to all people operations. The individual shall be both a strategic leader and an operator, who can roll up their sleeves to lead and implement projects that involve our staff members and model to ready it for further growth and ongoing excellence

### **Key Accountabilities:**

The CPO will be accountable for the following five areas that are expected to evolve over time. The Equity lens, as included in our mission, is a core tenet of all accountabilities for this role. At this point, there are no dedicated resources on staff to support the CPO full time; we have outsourced solutions and some Operations capacity is available for support in dialogue with the CEO, CFO, and Chief Strategy Officer to source additional project capacity around the globe.

#### **1. Define people-development and performance-management processes**

In light of the recent growth of the organization, the function of developing our people and managing their performance is a key success factor that requires an underlying strategy and a dedicated resource to support all people managers to be the most effective they can be. The Chief People Officer is the owner of the underlying strategic framework for global people management that is adaptable to local customs.

Expected outcomes include:

- Enhancement of the organization's culture (and policies) that value ongoing development of our staff to be the best they can be.
- Our staff have access to development coaching that enables them to consistently meet their role's objectives and that grows them into larger purposes and accountabilities over time, both with content and soft skills development.

#### **2. Lead thinker to determine the balance between decentralization and centralization when it comes to people operations, including values, people policies, and people development systems**

A deliberate tension of our organization is our balance between a global platform and enabling local operations or chapters to own decisions and be nimble in their respective environments.

- What is the right balance between global and local?
- What guiding principles can the organization establish to navigate this tension on an ongoing basis to make the organization as effective as it can be?



- What underlying organizational values and culture is conducive to effectively manage this tension, and what are the levers for change to get there?
- How does the internal communication culture reflect this balance and what could be done to improve internal communications to support this deliberate tension?

Those are the questions we expect the CPO to proactively think through and lead the discussion within the Executive Team on the approaches and actions to achieve the right balance.

### **3. Be the lead strategist for the Executive Team to make this a learning organization and craft the vision for how our culture will support our strategy**

In order to support 100,000 clean energy start-ups by 2030, our organization needs to be able to scale and replicate rapidly. A key to such exponential growth is for all staff and all programmatic affiliates to learn fast and learn well across the organization what works well for entrepreneur support programming both in content and process. We aspire for our organization to be a learning organization at its core to achieve its vision. The CPO will be the lead strategist and advocate on the Executive Team to create a vision for the culture and organizational design for a learning organization, define the strategies needed to get there and support the chapter leaders along with key platform level staff to implement the pathways charted.

Expected outcomes include:

- Experiments with systems and processes that help New Energy Nexus increase the organization's speed of learning.
- Staff members become leading experts in their respective roles (e.g. Monitoring & Evaluation, Corporate Challenges, Network Management, Hackathons & Bootcamps, as well as energy storage, eMobility etc) in all our markets that support clean energy start-ups to launch, accelerate, scale and get funded.
- A learning organization framework that can readily support significant staffing growth in 2021 and beyond, including in emerging markets.

### **4. Own hiring practices**

The organization has grown over the past twelve months, such that hiring is no longer ad-hoc but a process that needs to be aligned globally to ensure:

- Equitable recruitment practices
- High quality onboarding
- Fair and equitable compensation practices across the organization while acknowledging local differences
- Management of all global and local legal risk exposure associated with staffing, including immigration questions and such in dialogue with legal counsel



## **5. Oversee out-sourced payroll, benefits, HR management providers.**

Currently, four of our chapters leverage outsourced local payroll and benefits providers for managing employees while our other staff are project-based consultants. The CPO will be accountable for finding and maintaining solutions in all chapters that offer our staff competitive employment experiences, meet regulatory compliance standards, and are cost efficient for the needs of each chapter as well as in aggregate.

### Out of scope:

This role will not be leading any organizational development or people management educational content for the entrepreneurs we support. That would be too much!

Along with the accountabilities listed above, we have also determined a first cut of the role's decision rights on the Executive Team, to be evolved as the Chief People Officer comes on board. Your feedback on this first cut in your cover letter would be greatly appreciated:

- Organization wide personnel policies and exceptions (e.g. compensation, visa / employment pass sponsorships etc.)
- Selection of outsourced vendors supporting all applicable aspects of people-operations
- Definition of people-development and performance management processes
- Allocation of a pre-defined training & development budget for the organization, including annual staff retreats

### **Qualifications**

- Experience in a people management role in a knowledge-work industry with a broad portfolio of accountabilities
- Prior experience in people management and/ or organizational development for a globally operating organization
- Passionate about organizational models that are fit for a globally operating, distributed organization in our VUCA (Volatile, Uncertain, Complex, Ambiguous) world that needs to tackle climate change with solutions.
- Experience in balancing strategic thinking and project implementation priorities and skill sets within one role across geographies
- Ability to thrive in a fast-paced entrepreneurial environment and in a role that will require prioritizing competing demands



- Excellent verbal and written communication skills
- Familiarity with country-wide, state and local employment law frameworks and / or ability to research same across countries and to know what questions to ask in new jurisdictions
- Demonstrated ability influencing as well as working with and across teams and time zones
- Ability to handle improvisation and ambiguity with a positive outlook and solution focus

### **How to Apply:**

New Energy Nexus values and celebrates diversity among our employees and in our movement and knows that's the way we're going to win big. We are an Equal Opportunity Employer - all qualified applicants will receive consideration without regard to race, color, religion, gender identity or expression, sexual orientation, national origin, age, disability, family/marital status or veteran status. All qualified candidates are encouraged to apply as soon as possible. We will compensate competitively and have good benefits and a supportive culture.

To be considered, please submit your resume and a cover letter expressing your passion for the mission and why you're right for the role. **We will not consider applications without a cover letter that you have customized for this role, how you see yourself fit well into the role and your thoughts on the position's initial decision rights.**

Please submit your application to [CPOrecruiting@newenergynexus.com](mailto:CPOrecruiting@newenergynexus.com) with the subject line email of the application in the following format

**New Energy Nexus CPO [First Name] [Last Name].**

Applications will be accepted on a rolling basis. Short-listed candidates will be contacted for interviews. Thank you for considering joining our mighty team! Shine on.