



Principal Regulatory Compliance & Policy Manager

(Principal Power Resources Specialist)

The City of San José Energy Department

Partnered with





The City of San José

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 181 square miles at the southern tip of the San Francisco Bay, San José is Northern California’s largest city, third largest in the State, and the 13th 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 José’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, Zoom, Samsung, and eBay as well as start-ups and advanced manufacturing. The City of San José has twice been named “The Most Innovative Large City in America” by the Center for Digital Government.

San José’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-by-the-Sea; 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.

For more information about the unparalleled quality of life in San José, please visit: www.sjeconomy.com/why-san-jose.

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 the United States. 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.

The 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 ten (10) council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and her executive team provide strategic leadership that supports the policy-making 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. Department heads are appointed by the City Manager with confirmation by the City Council. 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, a municipal water system, a regional wastewater treatment facility, some 200 neighborhood and regional parks, 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 San José Sharks.

City operations are supported by 6,994 full-time equivalent positions and a total operating and capital budget of \$6.1 billion for the 2024-2025 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 website at www.sanjoseca.gov.





The Department

San José Clean Energy, or SJCE, is San José's local, not-for-profit electricity supplier operated by the City of San José's Energy Department.

Since 2019, our dedicated and motivated team has provided clean energy for residents and businesses at competitive rates, while also offering community programs, local benefits, and increased transparency and accessibility. SJCE serves more than 350,000 customer accounts and has contracted for more than 1 GW of power.

Joining our team means that you will be making a big impact on the fight against climate change. SJCE plays an important role in meeting San José's ambitious goal to be carbon neutral by 2030 and in implementing the City's climate action plan, Climate Smart San José.

Thanks to SJCE, San Jose has one of the cleanest energy mixes of any large city and offers a 60% renewable product and a 100% renewable product.

Serving our community with respect and integrity is at the core of what we do. We center equity, diversity, inclusion and belonging in our work. The department also hosts active, staff-led Culture and Racial Equity committees and has won awards for its education and outreach work with Spanish and Vietnamese-speaking communities.

San Jose Clean Energy is composed of eight different divisions:

- Account Management, Marketing and Public Affairs
- Budget, Financial Planning and Human Resources
- Climate Smart
- Customer Programs
- Legislative Affairs
- Power Resources
- Regulatory Compliance and Policy
- Risk Management and Contracts Administration

For more information about San José Clean Energy, please visit: www.sanjosecleanenergy.org.

The Position

The Department is seeking to fill one full-time Principal Regulatory Compliance & Policy Manager (Principal Power Resources Specialist) position to help lead the Regulatory Compliance and Policy Division. Reporting to the Deputy Director, this position plays a key leadership role in shaping San José Clean Energy's (SJCE) engagement with state regulatory agencies, ensuring compliance, and advancing local policy priorities that support clean, affordable, and community-focused energy.

The selected candidate will:

- Lead and manage a portfolio of regulatory proceedings, analyzing proposals and their impacts on SJCE operations.
- Draft formal public comments, briefs, and position papers, and coordinate outreach with regulatory agency staff.
- Advise SJCE leadership on emerging regulatory developments and collaborate across divisions to align compliance and advocacy strategies.
- Represent SJCE in working groups and trade associations, developing strong partnerships with other Community Choice Aggregators and industry stakeholders.
- Provide mentorship and guidance to staff, helping to build regulatory expertise and professional growth across the team.
- Contribute to the preparation and review of major compliance reports, including Integrated Resource Plans (IRPs), Integrated Energy Policy Reports (IEPRs), Renewable Portfolio Standards (RPS) documentation, and similar filings.
- Advocate for state policies that advance SJCE's mission of affordable, equitable, and locally controlled clean energy.
- Prepare written materials and presentations for internal leadership, City committees, and Council meetings.
- Support the Deputy Director by leading projects, advising senior staff, supervising staff, and serving as Acting Deputy Director when needed.

This position offers an opportunity to serve at the intersection of policy, compliance, and community impact, helping to advance San José's commitment to climate leadership and sustainable energy.

The ideal candidate

The ideal candidate will be a seasoned energy professional with a deep understanding of California's regulatory environment and a proven ability to manage complex proceedings, compliance requirements, and policy initiatives. They will be a strategic thinker and collaborative leader, capable of connecting technical, policy, and organizational priorities to advance SJCE's mission.

This individual will be comfortable working across multiple agencies and stakeholder groups, synthesizing complex regulatory information, and providing clear recommendations to senior leadership. They will also serve as a mentor and resource to colleagues, helping to strengthen team capacity and maintain SJCE's reputation for professionalism, credibility, and public service.

The ideal candidate will possess:

- Extensive knowledge of regulatory bodies such as the California Public Utilities Commission (CPUC), California Energy Commission (CEC), and California Independent System Operator (CAISO), and the ability to engage effectively with these agencies.
- Experience in managing or mentoring staff and supporting a collaborative team environment.
- Strong analytical and written communication skills, with experience preparing compliance filings, data responses, and policy comments.
- The ability to think strategically and anticipate regulatory trends that may affect SJCE operations or policy positions.
- The professional presence and political acumen to represent SJCE in discussions with state officials, partners, and community stakeholders.
- A commitment to public service, equity, and advancing affordable, clean energy for all.

Candidates invited to interview will be expected to provide examples of their relevant experience, demonstrating the competencies and leadership qualities described above.

Minimum Qualifications

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

Licenses: Possession of a valid license authorizing operation of a motor vehicle in California may be required.

Form 700: Upon commencement of employment and subsequently each spring, the incumbent of this position must file the Family Gift Reporting Form together with the Statement of Economic Interest-Form 700. Please view the following link for details related to the State-Required reporting: [Form 700 \(ca.gov\)](#), and the following link for the City of San José [Family Gift Reporting Form](#).

Employment Eligibility: 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 that requires an employee application.



Competencies

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.

Coaching: Provides guidance, opportunities and motivation to develop and strengthen knowledge, skills, and competencies to improve employee's capabilities.

Collaboration: Develops networks and builds alliances; engages in cross-functional activities.

Continuous Improvement: Actively identifies new areas for learning and regularly creates and takes advantage of learning opportunities.

Decision Making: Identifies and understands issues, problems, and opportunities; uses effective approaches for choosing a course of action or developing appropriate solutions.

Initiative: Exhibits resourceful behaviors toward meeting job objectives; anticipates problems, is proactive, and avoids difficulties by planning ahead; displays willingness to assume extra responsibility and challenges; pursues continuing education opportunities that promotes job performance.

Leadership: Leads by example; demonstrates high ethical standards; remains visible & approachable, interacts on a regular basis; promoting a cooperative work environment, allowing others to learn from mistakes; provides motivational supports and direction.

Political Skill: In taking action, demonstrates an understanding and consideration of how it will impact stakeholders and affected areas in the organization.

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.

Compensation & Benefits

The Principal Regulatory Compliance & Policy Manager (Principal Power Resources Specialist) salary range is currently \$182,982.80 - \$228,726.94. Placement within this range will be dependent upon the qualifications and experience of the individual selected. This salary includes an approximate five percent (5%) ongoing non-pensionable compensation. 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.
- Health Insurance – The City contributes 90% towards the premium for the lowest-priced non-deductible plan. Several plan options are available.
- Dental Insurance – The City contributes 100% 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. Vacation accrual may be adjusted for successful candidates with prior public service to reflect a vacation accrual rate commensurate with total years of public service. Executive Leave of 48 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 15 paid days annually.
- Deferred Compensation – The City offers an optional 457(b) plan.
- Flexible Spending Accounts – The City participates in Dependent Care Assistance and Medical Reimbursement Programs.
- Insurance – The City provides a term life insurance policy equal to two times annual salary. Long-term disability and AD&D plans are optional.
- Employee Assistance Program (EAP) – The City provides a comprehensive range of services through its EAP.

Health Benefits – <https://www.sanjoseca.gov/your-government/departments-offices/human-resources/benefits>



How to apply

The position will close on November 24, 2025. To be considered, candidates must submit their application online at s.kirby@pipermaddox.com, or at pipermaddox.com including the following materials including the following materials:

- A cover letter
- A resume
- List of at least three (3) work-related references (who will not be contacted without prior notice)
- Responses to the following three questions:
 - Describe your experience in formally or informally coaching or mentoring others in the workplace.
 - Describe how you have engaged in state regulatory proceedings related to any of the following: energy rates, customer programs, load forecasting, ratepayer affordability, or distribution/transmission issues.
 - Describe your role in leading or co-leading complex energy-related compliance filings.

Applications 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 reference and background checks.

Consultant Recruiter Name – Sam Kirby
Consulting Agency Name - Piper Maddox
Phone: +1 424 644 6163
Email: s.kirby@pipermaddox.com

The City of San José is an equal opportunity employer. Applicants for all job openings will be considered without regard to age, race, color, religion, sex, national origin, sexual orientation, disability, veteran status, or any other consideration made unlawful under any federal, state, or local laws. The City of San José is committed to offering reasonable accommodations to job applicants with disabilities.