



# CITY OF LOS ANGELES EMPLOYMENT OPPORTUNITY NOTICE



**Los Angeles  
Department of  
Water & Power**

## **CHIEF STRATEGY & SUSTAINABILITY OFFICER**

**\*EXEMPT POSITION**

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**LOS ANGELES DEPARTMENT  
OF WATER & POWER**

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## LADWP MISSION STATEMENT

*The Los Angeles Department of Water and Power exists to support the growth and vitality of the City of Los Angeles, its residents, businesses and the communities we serve, providing safe, reliable and cost-effective water and power in a customer-focused and environmentally responsible manner.*

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## THE CITY OF LOS ANGELES

The City of Los Angeles is a world-class city with a vibrant, diverse economy, and an unparalleled quality of life. Los Angeles is the second largest city in the United States and has a multi-ethnic population of approximately 4 million. Los Angeles is one of the largest economies, financial entities, and trade centers in the country. It is a trend-setting global metropolis with a fascinating history and a rich cultural heritage. The city prides itself on its ethnic diversity with an estimated 200 languages spoken. As one of the world's great cities, Los Angeles will host the 2028 Olympic and Paralympic Games as well as other international events.

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## THE CITY ORGANIZATION

Los Angeles is a charter city, governed by the Mayor and the City Council. The City Council serves full time and has fifteen members that are elected by district. The other two elected officials of the City are the Controller and City Attorney. The City's elected officials serve four-year terms. Volunteer Commissions consisting of prominent business and community leaders, appointed by the Mayor and confirmed by the City Council, oversee several City departments and bureaus.

The City has over 40 departments, bureaus, and offices for which funds are budgeted annually by the Mayor and City Council. In addition, the City has three proprietary (enterprise) Departments (the Departments of Water and Power, Harbor, and Airports), governed by Commissions, which are financed solely by revenue generated from their operations.

As part of a historic new era, Karen Bass began her first four-year term as 43rd Mayor of the City of Los Angeles on December 12, 2022 as the first woman and second African American to be elected as the city's chief executive.

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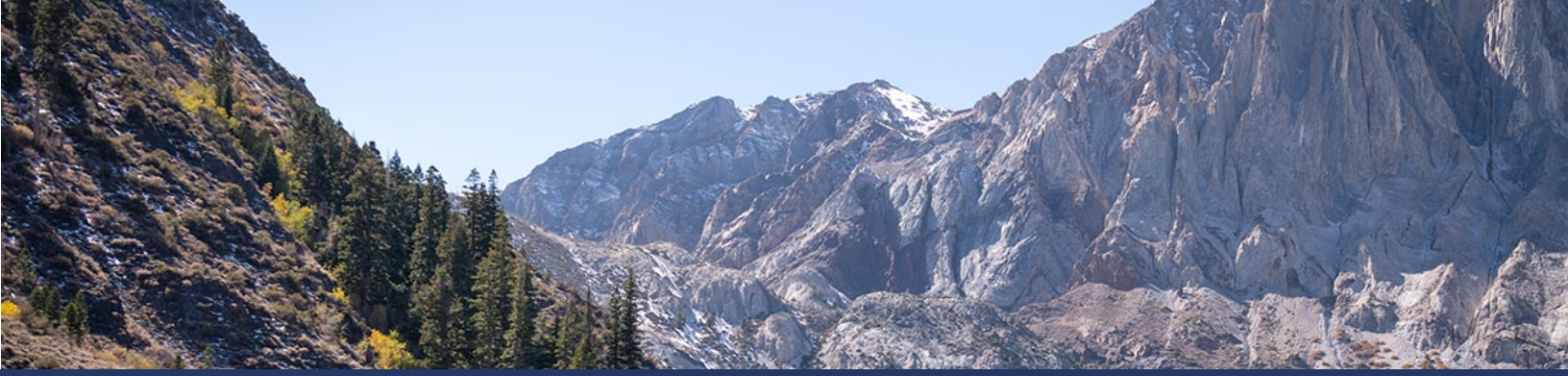


## THE DEPARTMENT OF WATER AND POWER

For more than 100 years, LADWP has provided the city with reliable water and power service. LADWP is governed by a five-member Board of Water and Power Commissioners, appointed by the Mayor and confirmed by the City Council. Ms. Janisse Quiñones, Chief Executive Officer and Chief Engineer, provides leadership to a staff of over 11,000 and a combined annual budget of \$6.7 billion. LADWP operations are financed solely by the sale of water and electric services. LADWP owns and operates facilities in Los Angeles, the Owens Valley and in several Western States. LADWP is the largest municipal electric utility in the nation and exists to serve all customers with safe, reliable, and cost-effective water and power.

The City of Los Angeles and LADWP are committed to strong Sustainability leadership. Reducing greenhouse gas (GHG) emissions to fight climate change continues to be a priority for LADWP as it works to meet its accelerated decarbonization targets. In 2016, LADWP achieved the target set by California Senate Bill 32 to reduce GHG emissions to 40% below the 1990 baseline level by 2030- exceeded this target 14 years ahead of the deadline. The City of Los Angeles was also ranked No. 1 for solar energy capacity in the 2022 Environment America Research and Policy Center's report, *Shining Cities: The Top U.S. Cities for Solar Energy*, which tracked data through December 2021. The report designates Los Angeles a "Solar Superstar," meaning it boasts 100 or more watts of solar photovoltaic (PV) capacity installed per capita. In 2021, LADWP released the landmark "LA100 Study," done by the National Renewable Energy Laboratory (<https://www.nrel.gov/analysis/los-angeles-100-percent-renewable-study.html>) which laid out paths to achieve 100% clean energy by 2035. Through the 2022 Strategic Long-Term Resource Plan (SLTRP), LADWP has analyzed scenarios for L.A.'s future power mix that contemplate aggressive buildouts of renewable energy resources, energy storage, demand response, and energy efficiency. These alternative pathways target reducing GHG emissions to between 80% and 90% below the 1990 baseline by 2030, achieving the state's long-range GHG emissions reduction goal 20 years early.

LADWP is firmly committed to its role in helping ensure the economic viability and sustainability of Los Angeles. It has a strong legacy of leadership performance in delivering high quality and cost-effective utility services while also focusing on reliability and resiliency for the communities it serves. Additional details about LADWP operations and programs can be found at: [2023-24 Briefing Book](#) or at <https://www.ladwp.com>.



## THE OPPORTUNITY: CHIEF STRATEGY AND SUSTAINABILITY OFFICER

LADWP is at the forefront of the clean energy transition, committed to fostering sustainable and equitable growth for our communities and customers. We are seeking a visionary and dynamic Chief Strategy and Sustainability Officer (CSSO) to lead our efforts in shaping and executing our sustainability strategies and driving innovation in our narrative around clean energy. The CSSO will report directly to LADWP's Chief Executive Officer and Chief Engineer, and will be responsible for managing the staff and overseeing the operations and activities of the Sustainability and Environmental groups, including the corporate sustainability report; cap and trade; Green House Gas emission reporting; Federal grants team; Low Carbon Fuel Standard credit proceeds; and corporate strategy, including electrification strategies, hydrogen, LA 100, equity strategies, and Electrical Vehicle / Voluntary Protection Programs / Vehicle to Grid programs.

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## ESSENTIAL FUNCTIONS

The CSSO will also be responsible for:

- Stakeholder Engagement
  - » Identifying and partnering with key stakeholders, including leading environmental and social non-governmental organizations (NGOs) and economic development organizations
  - » Continuing to foster relationships and collaborating with diverse groups to support our sustainability and strategic goals
- Environmental Strategy Development
  - » Continuing buildout of enterprise-wide equitable environmental strategies to better serve customers and communities
  - » Championing initiatives that drive sustainability growth and reduce environmental impact across the organization
- Strategic Programs and Partnerships
  - » Engaging with divisions to establish strategic programs and partnerships aligned with our sustainability goals
  - » Showcasing our contributions and commitment to economic development and job creation through collaboration and sustainable practices
- Innovation
  - » Demonstrating innovation in our clean energy transition and shape the corporate narrative on our progress
  - » Establishing new goals and key performance indicators to monitor continued improved performance



## EXPERIENCE & QUALIFICATIONS

Qualified applicants must have a bachelor's degree from an accredited four-year college or university **AND** at least four years of management experience at the Director level with progressively increasing responsibility in corporate strategy, corporate sustainability, and/or environmental planning and management.

Candidates must demonstrate the level and impact of their leadership experience through specific projects and/or initiatives listed on their resume.

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## DESIRED QUALIFICATIONS

Related certifications, such as a Sustainability Excellence Associate (SEA) credential or Sustainability Excellence Professional (SEP) credential issued by the International Society of Sustainability Professionals are preferred.

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## EXECUTIVE COMPENSATION & BENEFITS

The current salary range is \$268,725 to \$333,871 per year. A highly competitive benefits package includes benefits established by resolutions of the Board of Water and Power Commissioners, such as parking, a take-home vehicle, subsidized health and dental insurance, sick leave, vacation, two floating holidays, 13 paid holidays, an annual executive physical (must be taken while employed), life insurance, retirement, and disability/death benefits. Reimbursement of relocation expenses may be considered.



## TO BE CONSIDERED

Electronic submissions are required. Interested candidates should immediately submit a resume, cover letter of interest, and four work-related references (include name, job title, affiliation, and telephone number) via email to: [per.execsearch@lacity.org](mailto:per.execsearch@lacity.org)

**Note:** When emailing your application material, the subject line should reflect your name and the job title you are applying for. Interested applicants should submit their application as soon as possible.

**In order to be considered, resumes must include:** A description of the size and function of the organizations managed; description of your role in the organization; at least one major professional accomplishment in which you played a key role; and any relevant experiences or unique characteristics which could further qualify you for this position.

**The search may close on Friday, August 30, 2024, or when a sufficient candidate pool is achieved.**

Upon submission of the application documents, applicants may be asked to complete a supplemental questionnaire. Only the most qualified candidates will be invited to the next phase of the selection process, which is an interview. Questions and confidential inquiries may be referred to [per.execsearch@lacity.org](mailto:per.execsearch@lacity.org).

*\*The position of Chief Strategy and Sustainability Officer is an exempt, at-will management position. The incumbent will not accrue any civil service tenure, contractual employment rights or due process rights. The Chief Strategy and Sustainability Officer is appointed by and serves at the pleasure of the Chief Executive Officer. The incumbent may be removed, without any finding of cause, by the Chief Executive Officer. Such removal would not be reviewable or appealable.*

**The City of Los Angeles is an Equal Opportunity Employer**

