

EUGENE WATER & ELECTRIC BOARD CHIEF ENERGY OFFICER



Eugene Water & Electric Board (EWEB) was founded in 1911 and is Oregon’s largest customer-owned utility, serving over 89,000 electric customers and 52,000 water customers with annual revenues of \$300 million. EWEB has a reputation for innovation and industry leadership, along with a long history of progressive investment in conservation and renewable resources. EWEB is the only publicly-owned utility in the State of Oregon that owns and operates appreciable power generation facilities and their power portfolio is virtually carbon-free.

The Chief Energy Officer reports to the General Manager (CEO) and is responsible to lead all power resource business aspects. This includes responsibility to manage existing generation resources, integrated resource planning, rates analysis and design, maintain planning models, acquire and/or sell long-term supply-side resources, optimize the long-term resource portfolio, influence regional and regulatory matters to protect or enhance EWEB’s portfolio value, and handle wholesale and large retail contract negotiations and administration.

Over the next ten years, EWEB will face \$1.5 to \$2 billion worth of power supply decisions as all of their power resources face critical milestones. One of which is a relicensing effort for the 114 MW Carmen Smith Hydroelectric Plant that will result in approximately \$160 million in construction projects and upgrades. In addition, all EWEB’s exiting power supply contracts/ownership face expiration, including the current contract with the Bonneville Power Administration (BPA) that terminates in 2028. The Chief Energy Officer will lead discovery and analysis around these critical power supply decisions. This effort entails managing the Carmen Smith relicensing efforts; evaluating the make-up of present resources to develop sophisticated performance profiles; evaluating the impacts of legislation, regulation, and wholesale markets on power supply resources and power trading operations; analyzing the viability of maintaining, growing, or eliminating power trading operations; and identifying and negotiating for future resources that allow for better synchronization with energy consumption patterns.

The Chief Energy Officer is expected to create a corporate culture which enables a workforce actively engaged in on-going process improvement by continuously evaluating outcomes and challenging strategies and tactics. He or she will develop and implement associated key objectives and performance metrics and create associated practices to encourage and recognize innovation, including well-considered risk undertaken for the purpose of advancing strategic vision, enhancing products and services, eliminating waste, and achieving greater financial results to increase affordability and value to EWEB customers.

The Chief Energy Officer will manage a team of approximately 70 employees through the following direct reports: Generation Engineering & Operations Supervisor, Trading Operations Supervisor, and Portfolio Management Supervisor (which includes oversight of resource planning and rates).

ESSENTIAL JOB FUNCTIONS

- Optimize EWEB owned and contracted facilities including BPA Slice while operating within allowable FERC license and contract requirements. Manage and optimize the value of EWEB generating facilities, transmission contracts, and Purchased Power Agreements through the life of the agreements. Participate in negotiating Power Operations Agreements as required.

ESSENTIAL JOB FUNCTIONS (continued)

- Provide direction and oversight on a variety of Trading Floor functions including resource forecasting, transmission strategy, resource optimization, Renewable Energy Credits (RECs) and carbon attributes, portfolio hedging strategy and compliance, NERC and FERC compliance, energy portfolio budget and long-term financial planning.
- Oversee all aspects of power resource and customer load planning in addition to price forecasting for wholesale electricity markets, including annual and periodic Integrated Resource Plans and associated updates. Responsible for power contracts of two months in duration and beyond. Direct research and analysis pertaining to internal historical load and resource generation patterns, the effects of weather events, seasonal or time-of-use demand, and other indicative factors to inform short-and-long-term retail load forecasts for both water and electric. Responsible for ongoing electric generation needs assessment and create and execute resource plans to correspond with resource allocation agreements including developing of contingencies and strategies to accommodate the effects of anticipated “sun-setting” contracts. Negotiate and ensure the proper administration and management of associated energy contracts. Ensure the Utility’s compliance with laws and regulations pertaining to rate-setting, required reporting and records management and, compliance with renewable portfolio requirements.
- Monitor prevailing power and water market indicators, emerging regulatory standards and legislation to identify potential impacts to EWEB wholesale pricing, sales and trading activities. Oversee the development and application of metric and predictive analytics tools and ensure the accuracy and timeliness of reporting necessary to determine and execute appropriate hedging and arbitrage strategies, adjust short-term load forecasts and to coordinate generation dispatch levels.
- Direct the development of cost-of-service models for the water, electric and fiber lines of business, and oversee subsequent associated retail product and service pricing activities. Present and translate analysis and, recommend adjustments to retail rate design strategies and structures to the Board and the public.
- Develop and execute long-and-short-term staffing plans to ensure continuity of knowledge, skill and ability necessary to maintain services and operations, respond to anticipated and unanticipated vacancies, economic developments, changing customer demands or other conditions affecting the nature or focus of the Utility’s work. Utilize a combination both in-sourced and out-sourced resources and services to maximize productivity and quality and to ensure the most prudent use of Utility resources.
- Ensure division performance and results are aligned with EWEB strategy, values and compliance with procedures and policies governing employee conduct. Hire, develop, evaluate and manage the individual performance of direct reports. Ensure the alignment of direct reports and that their results and conduct comport with standards appropriate to their organizational level(s). Develop and implement succession strategies for the division, key direct-reporting positions and for his/her own role. Ensure critical processes and programs are documented and that key direct-reporting positions are sufficiently cross-trained to enable work continuity.



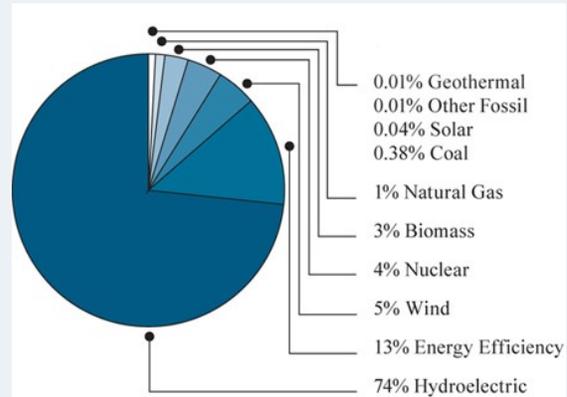
ESSENTIAL JOB FUNCTIONS (continued)

- Actively participate nationally and regionally with industry peers and professional associations for the purpose of understanding emerging trends and, anticipating and responding to critical changes and opportunities. Hold principle accountability to ensure EWEB's compliance with Local, State and Federal laws, regulations and standards governing the wholesale/retail sale and of power and utility services, the handling of customer information and other matters pertaining to customer-facing services. Monitor national and regional legislation and participate with other industry associations, partners and, stakeholders to influence developments which are in EWEB's best interests or to ensure that EWEB is well-positioned to respond.
- Support the CEO in working with, and conveying information to, the Board, ensuring compliance with standards defined in Board Policy, and creating and executing plans to advance Board initiatives.

THE SUCCESSFUL CANDIDATE

Qualified candidates will offer at least ten years of expertise in, and a proven track record of management and leadership over, a combination of the following: resource planning, power trading, organized energy markets, risk management, statistics, strategic planning, regional policy, rate design, contract management and negotiations, and load forecasting and research. In addition, individuals with advanced understanding of hydroelectric generation and Bonneville Power Administration resources, rates, and wholesale contracts is considered highly desirable.

Ideally, the successful candidate will have served in a senior leadership role in the utility sector or a directly related production or complex service delivery organization of similar or greater size, revenue and operating budget.



EWEB will require a leader with exemplary communication and people skills who can effectively interact with, and represent EWEB in, a variety of forums, including with Board Members, legislative and regulatory bodies, representatives of other utilities and agencies, community leaders, and customers.

The Chief Energy Officer is expected to work collaboratively with internal and industry peers and must possess proven abilities in empowering, mentoring, and developing employees. In addition, the successful candidate should provide demonstrated experience in exercising the contemporary principles of leadership, organizational management, business plan development, and continuous process improvement methodologies.

EWEB seeks candidates who are fiscally knowledgeable and able to establish, execute, and achieve the department's annual budget of approximately \$100 million to \$120 million.

A Bachelor's degree from an accredited college or university in Business Management, Engineering, Economics, Mathematics, or combined education, training, and experience deemed by the CEO to be appropriate, is required. Post graduate education in a directly related field of study is desired.

EWEB takes pride in their commitment to diversity and inclusion among their employees. They embrace and value differences of culture, education, experience, physical ability and unique perspectives in the workplace. EWEB invites applications from qualified candidates who share this commitment to diversity. Attracting, retaining and advancing talent from all sources strengthens EWEB's bond with the multifaceted community they serve.



THE ORGANIZATION

EWEB is budgeted for 532 employees in 2017, one-third of which are represented by organized labor. By the start of 2018, EWEB hopes to be down to 480 full-time positions, and over the course of the next three years, will strive for a total workforce of 450. These changes are the result of cost cutting efforts and a realignment of the workforce to better deliver on two key initiatives. One of these initiatives is the aforementioned need to recraft EWEB’s power portfolio over the next ten years. The other strategic focus is on emergency preparedness and system resiliency.

EWEB’s existing power portfolio is surplus to customer load until the 2020’s. The utilities average electric load is 280 MW with a peak load close to 600 MW. EWEB receives 75% of its energy needs through BPA, owns and operates its own hydroelectric facilities, has power purchase agreements for biomass and wind energy, and operates its own energy trading floor. Load is anticipated to grow at an average of 1% annually and EWEB plans to meet all future load growth through conservation, energy efficiency, and demand-side management efforts.

EWEB began implementation of an AMI program in 2015 using an “opt in” approach whereby customers must request an AMI-enabled meter to take advantage of certain programs and value added services. EWEB is also embarking on an \$8 to \$10 million program to replace all IT systems.

During 2016, Moody’s upgraded EWEB’s electric system bonds from Aa3 to Aa2, and Fitch upgraded their rating from A– to AA-. EWEB’s electric system bonds are rated AA– by Standard Poor’s. More information can be found at: <http://eweb.org/>.

THE COMMUNITY

The City of Eugene covers 43.6-square-miles in Lane County at the southern end of the Willamette Valley. Eugene is an hour east of the Pacific Ocean and about the same distance west of the Cascade Mountains. It is the second largest city in the state, with a population of 160,775. The University of Oregon and Lane Community College reside in Eugene.

Winter in the Cascade Mountains offers snowshoeing, skiing, snow boarding, snow camping, and snowmobiling at Willamette Pass, Hoodoo Mountain Resort, or Mount Bachelor Ski Resort. In the summer, there are many hiking trails and camping sites next to clear blue mountain lakes. Also close by is Salt Creek Falls, the second highest waterfall in Oregon.

The cost-of-living in Eugene is 111% of the national average. The Eugene area offers a wide variety of housing opportunities. New and existing homes are easy to find in a wide variety of communities and locations. For more information, please visit:

<http://www.eugenechamber.com/>
<http://www.eugene-or.gov/portal/server.pt>

COMPENSATION, BENEFITS, AND RELOCATION

Compensation will be dependent on experience and abilities and will include a competitive fringe benefit package. EWEB will negotiate relocation as part of an overall compensation contract.

TO APPLY

Interested candidates should submit a cover letter and resume by **August 14, 2017** to:

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