

**Vice President, Building Decarbonization**  
**New York City or Albany Office**

***NYSERDA seeks an experienced, collaborative, and pioneering leader to drive its work in building decarbonization -- accelerating adoption of building decarbonization at scale across residential, commercial, institutional, and industrial buildings in New York.***

New York is leading the nation in the fight on global climate change and the transition to a clean energy economy. With the passage of the [Climate Leadership and Community Protection Act](#) [PDF] (Climate Act), New York has codified the most aggressive climate change program in the nation to achieve an 85% reduction in greenhouse gas emissions from 1990 levels by 2050 and 40% reduction in greenhouse gas emissions by 2030 - all while delivering critical benefits to historically underserved and otherwise disadvantaged communities. Doing this will require emission reductions economy-wide – and notably will need to transform how we heat, cool, and power buildings across New York State.

To deliver the nation-leading climate agenda required by the Climate Act, NYSERDA's mission rises in importance and urgency working to advance clean energy innovation and investments to combat climate change, while improving the health, resiliency and prosperity of all New Yorkers and delivering benefits equitably to all. Success for NYSERDA and New York will require bolder ambition, deeper decarbonization, swifter execution, greater engagement with and support for disadvantaged communities and low- and moderate-income (LMI) residents, elevated focus on green jobs and economic development, and more targeted, accessible technology/resource offerings. These drivers call for a step-change in the focus, reach and impact of existing programmatic efforts while also undertaking new initiatives to accelerate progress and keep New York at the cutting edge of innovation to yield lower emitting, healthier, more comfortable, resilient buildings, and more prosperous communities.

Buildings are responsible for more than one-third of economy-wide greenhouse gas emissions in New York State. Decarbonizing New York's 6+ million buildings is critical to achieving climate goals, preserving the environment, and maintaining healthy communities, and provides opportunities for creating new green jobs. New York needs to reduce greenhouse gas emissions from buildings by roughly 40% within a decade and move very close to a carbon neutral building stock by mid-century. This challenge becomes even more acute when considering the long lifespan of most buildings and building equipment. Achieving this necessary transformation to efficient, electric and grid-connected buildings while preserving housing affordability will take broad, systemic changes in policy, regulations, programs and financing.

To advance the state's work in climate change, NYSERDA's Vice President of Building Decarbonization will need to design market interventions, programs and policies that can be effective across the state – working with a diverse range of stakeholders and partners. The Vice President will be responsible for a \$1.5+ Billion budget through 2025 and lead a team of approximately 70 people, plus contractors, to advance a portfolio of solutions and interventions to scale and accelerate the adoption of clean energy, energy efficiency and electrification in buildings in New York. The Vice President will also be responsible for implementing New York's Carbon Neutral Buildings Roadmap [insert link], as well as many recommendations expected to emerge from New York's Climate Action Council Scoping Plan -- ensuring that NYSERDA's investments are delivering benefits to disadvantaged communities. The Vice President will need to build and establish key partnerships with housing agencies, the real estate industry, utilities, the federal government, solution providers, financiers, consumer groups, and community-based organizations to drive progress and deliver value to New York. The Vice President will be a key member of NYSERDA's Executive Team and will collaborate with colleagues across NYSERDA to help ensure that NYSERDA's portfolio of work to decarbonize New York's economy is successful and delivers benefits equitably to all New Yorkers. The Vice President will be an ambassador for the state's clean energy and climate agenda.

### Strategic Leadership and Development

- Help develop and refine New York's vision for carbon neutral and grid-interactive buildings – building stronger communities and creating better, healthier places for New Yorkers to live and work.
- Work with sister agencies in New York including the Department of Public Service, Homes and Community Renewal, Empire State Development, Department of State, public housing authorities, and others to advance building decarbonization policies and programs.
- Lead focused NYSERDA teams in developing, driving and implementing a portfolio of solutions to overcome barriers to scale and accelerate adoption of deeper levels of efficiency, carbon savings and load flexibility in buildings.
- Drive a portfolio of initiatives that currently encompasses:
  - Peer-based challenges focused on commercial real estate, schools, and architects/developers; supporting building decarbonization playbooks, long-term energy planning within building's capital improvement cycles, and business model innovation; identifying technology gaps and pilots/demonstrations of potential solutions; industry partnerships that incorporate sensors/advanced analytics to improve building operations and grid interaction; demonstrating community-scale decarbonization approaches; and developing novel retrofit strategies
  - A robust portfolio of programs for low-income consumers, affordable housing and disadvantaged communities, in coordination with housing agencies and utilities
  - A comprehensive building electrification initiative to move New York toward all-electric homes and buildings and accelerate the transition from natural gas and fossil fuels
  - Consumer awareness campaigns and technical assistance to provide decision-quality information on energy efficiency and electrification opportunities for building owners and tenants
  - Supporting statewide building decarbonization policy development through improved appliance standards, benchmarking, building mandates, and advanced building codes
  - Integrating state decarbonization policy with local municipalities, with particular emphasis on New York City
- Build programs and allocate resources based on actionable insights informed by relevant markets.
- Leverage capabilities of teams across the full portfolio of NYSERDA to achieve goals.
- Maintain a network of stakeholders, market participants, trade associations, peer program administrators, policy experts, and other sources of insight to inform design and enable improvement of NYSERDA's solutions.

### Execution and Ongoing Improvement

- Evolve offerings to optimize impact and efficiency based on stakeholder feedback and insights, critical program and market data, and timely evaluation.
- Ensure programs are built based on effective market strategies designed to achieve intended outcomes; are easily accessed and responsive to customers and partners; maintain operational flexibility needed to evolve; and minimize administrative cost.
- Direct market analyses to inform effective program delivery.
- Manage financial, staff and contractor resources for efficiency and effectiveness.

### People Leadership and Organizational Development

- Lead, oversee and motivate NYSERDA's sector-focused building decarbonization teams in Housing (including market-rate and LMI multifamily and single family residential), Commercial, Industrial, and cross-cutting teams working in new construction, efficiency planning and solutions, and clean heating and cooling.
- Develop and build a high-performing, highly collaborative organization within the business unit and across NYSERDA.
- Develop staff and colleagues to meet NYSERDA's goals and their own personal and professional goals; serve as a mentor and a role model.
- Foster an engaging and inclusive work environment and bring a strong equity focus to all activities, from building a diverse and inclusive clean energy workforce to delivering the benefits of clean energy equitably to all New Yorkers.
- Build multidisciplinary networks within NYSERDA, and at the NY Green Bank, Department of Public Service, state and local Housing agencies, federal government, utilities and the Governor's Office to advance the State's success.
- Support overall efforts across NYSERDA to deliver on ambitious climate goals.
- Serve on NYSERDA's Executive Team, and perform other responsibilities as needed.

### Minimum Qualifications:

- 10 years of relevant experience with a demonstrated record of success in setting strategy, managing a portfolio of initiatives, building teams, and successfully delivering solutions within business or government operating environments
- Deep insight and understanding of clean energy pathways, barriers to building decarbonization, and investing/sustainability decision-making in real estate
- Proven success forging productive and influential relationships with public, private, and/or non-profit entities involved in the building or housing sector.”
- Ability to lead and develop a team to achieve their potential, innovate and look at a business in new ways, and deliver impactful and market-relevant output
- Track record and predisposition toward investing in the success of colleagues and building productive relationships across a multifaceted organization, with a strong commitment to diversity, equity, and inclusion
- Demonstrated problem-solving ability, entrepreneurial edge, resourcefulness, adaptability and an instinct for surfacing value and pragmatic solutions
- Track record as an exceptional manager, coach, mentor and developer of talent
- Top-notch communication (verbal and written), presentation and interpersonal skills that resonate with audiences of different backgrounds
- Relentless work ethic and resolute integrity
- Bachelor’s degree, Master’s degree preferred

### Salary:

Candidates will be considered based on qualifications and experience. An excellent benefits package is offered.

### To Apply:

Please submit **one file** that includes **both your cover letter and resume** [here](#).

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*Diversity, Equity and Inclusion (DEI) are core values at NYSERDA and in our work for the people of New York State and the clean energy market. We are passionate about building and sustaining an inclusive and equitable working environment and are committed to diversity in all its forms. Because our programs serve all New Yorkers, we are committed to hiring and retaining a diverse and engaged workforce and building a workplace that empowers all NYSERDA employees to achieve their full professional and personal potential.*

***NYSERDA is committed to equal employment opportunity regardless of race (including traits historically associated with race), ethnicity, color, religion, sex (including pregnancy), sexual orientation, gender identity or expression, the status of being transgender, familial status, marital status, age, national origin, disability (including pregnancy related conditions), military or veteran status, genetic information or predisposition, reproductive health decision making (including the decision to use or access a particular drug, device, or medical service), the status of being a victim of domestic violence, known relationship or association with any member of a protected class, or any other basis prohibited by law. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements. If you have a disability or special need that requires accommodation, please let us know by contacting the Designee for Reasonable Accommodations (DRA) and Americans with Disabilities Act Coordinator which can be found under the Americans with Disabilities Act section of this [page](#) labeled as “Reasonable Accommodation Contact Information.”***