

Position and Candidate Specification



Energy Association of Pennsylvania

Chief Executive Officer

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About the Organization

Energy Association of Pennsylvania

The Energy Association of Pennsylvania (EAP) is a trade association that represents and promotes the interests of regulated electric and natural gas distribution companies operating in Pennsylvania. Collectively, EAP's members deliver energy to more than 8.7 million residential, commercial and industrial customers. Safety is of paramount importance to EAP and its member companies; members are committed to improving safety for their customers and in the workplace.

With roots dating back to 1908, the Energy Association of Pennsylvania is well-established as the voice of Pennsylvania's electric and natural gas utilities. The association is an advocate for its members on policy issues before the General Assembly, the Public Utility Commission, and various other state governmental agencies.

In addition to its advocacy role, EAP helps its members better serve their customers by acting as a clearinghouse for information on best practices within the industries. The association also serves an educational function by sponsoring conferences emphasizing safety topics on electric and natural gas operations and consumer service issues that are attended by employees of member companies, out-of-state utilities, and government agencies.

The Energy Association of Pennsylvania is headquartered in Harrisburg, PA and operates with an annual budget of \$1.9M and five full-time staff. For more information on the association and its work, please visit: <https://www.energypa.org/>.

Position Summary

The Chief Executive Officer (CEO) of the Energy Association of Pennsylvania works with the Board of Directors to advance and enhance the organization's strategic vision and execute the strategic business plan. This leader serves as the "face and voice" for the association and is responsible for the leadership, direction and overall management of the organization and its resources, including the recruitment, retention, and management of a high-performing staff. The CEO manages the organization's budget and allocates resources to ensure the association's maximum impact on behalf of its membership.

KEY RELATIONSHIPS

Reports to EAP Board of Directors

Direct reports Vice President & General Counsel
Manager, Administration
Manager, Membership Services
Manager, Policy & Research

Other key relationships Current and prospective members
Agencies and stakeholder organizations
Other related trade associations and nonprofit organizations
Relevant legislative and regulatory bodies at the state level

DESIRED OUTCOMES

- Clear alignment among the EAP Board, membership, and staff on the vision and strategic direction of the association that embraces innovation, anticipates industry shifts, and proactively addresses existential challenges.
- A proactive external engagement strategy that positions the association as a respected and sought-after voice on energy issues.
- Alignment with the EAP Board on an evolved operational model and enhanced technology that allows for staff growth, efficiency, and expanded initiatives.
- Solidified role as a thought leader and advocate in the energy sector, ensuring EAP's presence is prominent in discussions, hearings, and policy development.
- Collaborative relationships with other associations and organizations that advance areas of mutual interest regionally and nationally.
- Cohesiveness is maintained across the gas and electric sectors within the association.

The Chief Executive Officer will be an inspirational, collaborative, and decisive leader and coalition-builder who can increase the association's effectiveness and influence in the policy realm while also facilitating its growth, member alignment, and sustainability in the long term. This leader will have the ability to work well with a small internal team, manage diverse and potentially competing interests, and foster a united direction. The successful candidate will be a skilled relationship builder with the ability to engage confidently and constructively with the board, stakeholders, and policymakers.

IDEAL EXPERIENCE

Organizational Leadership

Has held direct accountability for driving the success and financial sustainability of an organization of comparable scale, scope, and complexity.

Energy Industry Understanding and Technical Expertise

Knowledge of energy issues, the regulatory landscape, and the technical nature of core businesses within the energy sector.

Knowledge of and Relationships in Pennsylvania

Established relationships within Pennsylvania and an understanding of the state policy landscape; at minimum, a demonstrated ability to quickly develop strong local connections and understanding.

Legislative and Regulatory Advocacy

Senior-level regulatory and legislative advocacy experience/knowledge, with established relationships and credibility at the state level; at minimum, familiarity with advocacy and its importance to EAP and its members.

Education

Undergraduate degree required; advanced degree preferred.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Working with the Board of Directors, develops a clear and realistic vision for the future of energy policy in Pennsylvania with the strategic ability to prioritize and address immediate and long-term challenges.
- Aligns the organization on future energy issues and priorities, showcasing the value provided to members and stakeholders.
- Ensures the association is perceived as an expert and trusted resource in the increasingly complex regulatory and political environment impacting the energy sector in the state.

Collaborating and Influencing

- Understands and navigates political dynamics within a politically diverse state with an eye toward maintaining long-term relationships; remains trusted and respected, even when opinions differ.

- Positions EAP as an essential consultant at the outset of policy discussions, ensuring the association has a common, well-defined policy view to advocate across its membership.
- Cultivates strategic alliances within and adjacent to the industry to strengthen its position and impact.
- Serves as a compelling and credible spokesperson, raising the visibility and reputation of the organization.

Leading People

- Effectively communicates the organization's long-term direction to all relevant stakeholders and collaborates with the team on how to reach it.
- Encourages fresh ideas and perspectives in the operational approach of the association while ensuring resources are deployed efficiently.
- Identifies and leverages individual strengths and potential within the team.
- Maintains a strong, collaborative and member-focused internal culture.

OTHER PERSONAL CHARACTERISTICS

- Demonstrated high level of integrity, credibility and diplomacy
- Non-partisan
- Dynamic and strong communicator

APPLICATIONS AND NOMINATIONS

If you wish to submit application materials or nominate someone to serve as the next CEO of the Energy Association of Pennsylvania, please email: EAPCEO@SpencerStuart.com.