

Position Specification

Construction Management Firm Market Leader – Solar

The Company

Our client is an award-winning construction management firm offering a full range of construction services, including preconstruction services, construction management, design-build, general contracting, and project & program management. Total revenues are approximately \$1 billion.

As the company continues to grow, the desire to establish a strong solar industry business has been identified. The company has carefully evaluated this business decision and is prepared to make a significant investment to capture market share in the space. As such, the company has identified the need to hire a Market Leader – Solar to lead this new business effort.

The Position

Location

Southwest United States

Overview

The Market Leader-Solar is responsible for the business development and operations activities for Solar Photovoltaic (PV) and Battery Energy Storage System (BESS) projects, services and related business initiatives on a national basis. This role will also be responsible for the overall strategy, execution and financial success of the Solar market for the company. This position will direct business activities relating to the growth of all services within the Solar market, the development of new services and capabilities and the ongoing development of the company's capability to compete in the marketplace.

Reporting Relationship

The Market Leader – Solar will report directly to the President and will manage Project Directors who supervise Superintendents, Project Managers, and Project Engineers. Is responsible for the overall direction and management of these employees and units. Also directly supervises non-supervisory administrative employees. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. This role will also interact throughout the broader company team and will be called upon to represent the company to outside parties (i.e. – clients, regulatory authorities, community endeavors, trades, etc.).

Responsibilities

Essential Duties and Responsibilities include the following; Other duties may be assigned.

Solar Market Specific Skills/Capabilities

- Assuring that all services provided under the market segment umbrella, are delivered in a fashion that is consistent with established management practices, corporate policies, procedures and that all activities and behaviors align appropriately with the company's mission, vision and values.
- Coordinating with the President of the company on commitments involving substantial company human, physical or fiscal resources.
- Working with developers, utilities, investors and regulators in the development, design, engineering and procurement of utility-scale PV Solar and Battery Energy Storage System (BESS) projects.
- Establishing solar market-specific objectives, policies, procedures, performance, and quality standards within boundaries of company policy.
- Leading, directing and growing a new solar business line with the backing of a large, established firm. Capability to evaluate opportunities and identify those that meet the market objectives established.
- Interfacing with and coordinating inputs from subject matter experts, including engineering, legal, procurement, and construction personnel to effectively manage a solar market and develop project pipelines.
- Understanding and complying with regulatory requirements, permitting, interconnections and siting of new facilities, and a successful history of navigating this environment for the benefit of solar PV projects.
- Working with and managing relationships with key vendors within the supply chain.

Business Strategy / Business Development

- Evaluating business opportunities and defines strategic business direction within the Solar PV and BESS market segment.
- Developing and implementing action plans to achieve business targets for all related services for the national Solar market as defined by the corporation's strategic plan for the core businesses.
- Creating and executing new business initiatives to compliment the core businesses and enhance overall profitability of the business.
- Maintaining productive relationships with key clients and client prospects, continuously monitoring the degree of client satisfaction with services delivered.
- Identifying, developing and implementing product and service enhancements necessary to meet the changing needs of the market segment and to ensure the initial development and refinement of the company's capabilities within the Solar market.
- Together with the Business Development Directors, managing assigned business development professionals engaged in day-to-day business development activities within the Solar market segment.
- Selling and closing key business deals for the Solar market group.

Organizational & Personnel Development

- Developing and maintaining an organization structure which positions the corporation to deliver products and services in an efficient, productive and profitable fashion, in a manner that compliments the matrix management structure of the corporation.
- Defining and structuring roles and responsibilities of workforce to deliver products and services in a fashion that meets or exceeds the expectations established by the company.
- Overseeing the recruitment, education and development of manpower resources at the level necessary to meet the needs of current and forecasted workloads and business initiatives.
- Formulating educational and training programs to enhance the professional growth and development of the Solar market segment workforce.
- Providing the leadership and team building necessary to maintain a workforce that continuously embraces the mission, vision, and values of the corporation and the Solar market segment.

Operations / Service Delivery

- Knowing, practicing and enforcing the company safety policy & procedures, as well as the company substance abuse program. Modeling and reinforcing safety as the top priority in delivering all products and services.
- Overseeing the development of proposals, bids, and recommended contractual relationships for providing services to potential clients in the Solar market segment. Recommending pricing strategies and developing pricing proposals.
- Participating in development and negotiation of appropriate legal contracts for delivery of products and services and ensuring conformance with all contractual commitments.
- Evaluating project characteristics and identifying potential effective project staff members for project delivery and making recommendations on the staffing of projects.

Works with and Supports Project Director or Project Manager

- Making sure that all project resources are in place and properly organized for effective and efficient project start-up.
- Ensuring projects comply with environmental, safety and other regulatory requirements and that projects are managed in complete conformance with company quality management procedures.
- Monitoring the management and progress of projects. Intervening as necessary for the projects to meet the clients' needs and to keep the projects on time and within budget.
- Developing and maintaining a positive and trusting working relationship with key subcontractors on assigned projects. Ensuring subcontractors are treated in a fashion whereby they find the company to be the contractor of choice.

Financial Management

- Ensuring projects are planned, scheduled and managed (including billing and collections) in a fashion that achieves financial targets.
- Understanding corporation's cost structure and financial reporting systems and effectively applies this knowledge in developing pro-forma's relating to existing and

proposed business initiatives.

- Monitoring the financial status of projects and business initiatives.
- Ensuring risks on the project are anticipated and actively managed. This includes safety, insurance, security, compliance w/ regulatory requirements, etc.
- Making sure the payment of receivables from clients on projects and applicable business initiatives. As required, discussing the collection of receivables with clients. Escalating to corporate executive team any concerns with a client's ability to pay.

Managing Profitability

- Managing the financial performance of the business unit, in terms of volume and margin. Developing and shifting resources as required to maintain positive financial performance and to achieve goals established in the strategic planning process.
- Monitoring the financial status of projects by reviewing management reports and through discussions with appropriate parties.
- Ensuring risks on projects are anticipated and managed.
- Exercising final approval of expense reports from personnel assigned to projects in the business unit.

Financial Responsibility

- Reviewing cost trends (volume and profit) against the plan with each Project Director at least monthly.
- Conducting monthly reviews of profit fade on projects.
- Preparing Horizon Plan with corporate executive on a quarterly basis.
- Reviewing the salaried personnel charged to projects or business unit monthly.
- Developing market's overhead budget with Financial Manager.
- Ensuring overall Solar market profitability.

Billing Clients

- Deciding course of action if there are concerns about the client's ability to pay.

Participating in the Effective Leadership and Management of The Company - Relating Externally

- Representing the company on an effective basis to external groups and the public. Ensuring representation of the company where appropriate.
- Participating in industry organizations, civic organizations, community organizations as well as public relations efforts.

Participating in Operations Leadership Team

- Functioning as an effective member of the Leadership Team.
- Looking out for the best interests of the company.
- Keeping corporate executive team informed with regards to any developments.
- Formulating a future direction and strategy for the company as member of the overall leadership team.

- Developing the resources and management systems to implement the company's strategy and to enhance its capability to satisfy clients and compete in the marketplace.
- Managing and responding to issues and concerns that arise within or outside the company. Providing counsel to corporate leadership as to what should be addressed.
- Voicing opinion within the leadership team. Supporting the decisions of the leadership team once a decision is made.
- Cultivating positive and trusting working relationships with corporate leadership team members. Following through on commitments made to the corporate leadership team.
- Providing support to other members of the leadership team.
- Holding self and other members of the leadership team accountable for conduct and performance.
- Monitoring the performance, status and reputation of the Company. Acting as necessary to address areas needing attention.

Leading & Managing Assigned Functions

- Leading and managing assigned functions that provide service to all business units (i.e., Estimating, Fabrication Shop, etc.).
- Understanding what the company needs from the Solar market in order to achieve the company's strategic direction. Maintaining awareness of legal and regulatory issues affecting the business units.
- Establishing goals and standards of performance for the assigned function that are aligned with company's strategic direction and needs.
- Providing direction, resources and management support to the managers of the Solar market.
- Monitoring the performance of the Solar market function. Ensuring assigned functions are organized, staffed and performing in line with company's strategic direction.

Travel

This position will require a moderate level of business travel.

The Candidate

Education

- B.S. in Engineering (Electrical, Mechanical, Civil), Construction Management, Business or similar is required.
- North American Board of Certified Energy Practitioners (NABCEP) certification preferred but not required.
- 15+ years of total experience including 7+ years experience within the solar PV industry.
- Experience in the full project development life cycle, including market analysis, origination/greenfielding, permitting and project financing.
- Successful track record of executing projects under EPC or D-B contract models.
- Established background of executing projects with significant (50%+) self-perform labor delivery components.
- Professional engineer registration (PE) preferred but not required.



Professional Qualifications

- Ability to lead, direct and grow a new Solar construction business line with the backing of a large, established firm. Capability to evaluate opportunities and identify those that meet the market objectives established.
- Capable of establishing solar market-specific objectives, policies, procedures, performance, and quality standards within boundaries of company policy.
- Demonstrated success working with developers, utilities, investors, regulators, skilled trades, subcontractors and equipment manufacturers in the development, design, engineering, procurement and construction of utility-scale Solar PV and Battery Energy Storage System (BESS) projects.
- Proven track record of interfacing with and coordinating inputs from subject matter experts, including engineering, legal, finance, procurement, and construction personnel to effectively manage a Solar market and develop project pipelines.
- Solid working knowledge of major system equipment (Panels, racking systems, inverters, cable and transformers) and relationships with key vendors within the supply chain.
- Reads, analyzes and interprets highly complex documents.
- Responds effectively to sensitive inquiries or complaints.
- Writes speeches and articles using original or innovative techniques or style.
- Makes effective and persuasive speeches and presentations on challenging and/or complex topics to clients, public groups and/or boards of directors.
- Comprehends and applies principles of advanced calculus, modern algebra and advanced statistical theory.
- Defines problems, collects data, establishes facts and draws valid conclusions.
- Interprets an extensive variety of technical instructions in mathematical or diagram form and deals with several abstract and concrete variables.
- Applies principles of logical or scientific thinking to a wide range of intellectual or practical problems.

Personal Characteristics

- A proactive, entrepreneurial person who leads by example—needs to be a servant leader.
- Must possess a strategic mindset coupled with the ability to communicate effectively in order to execute on the business plan and vision.
- High integrity, open, process-oriented and versatile leader who can influence others while driving results.
- Fit with the company's culture: embraces purpose-driven organization, people development, casual, fun and family-oriented.
- Excellent negotiation skills and ability to be decisive.
- An individual with the ability to forge effective working relationships at all levels.
- Someone who is looking for a career—not just a job.



To learn more about this opportunity or provide a confidential referral, please contact:

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