



Chief Executive Officer
Solar One
New York, NY
solar1.org

Send Nominations or Cover Letter and Resume to:

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The Opportunity

Solar One, an award-winning nonprofit in the heart of New York City dedicated to sustainability and resiliency in urban neighborhoods, seeks a Chief Executive Officer (CEO) to follow its longtime founder and Executive Director, who is retiring in late 2021.

The incoming CEO will be a proven organizational leader with a commitment to Solar One's mission to expand renewable energy throughout NYC and beyond. Solar One is uniquely positioned to grow its programs in bold new directions, both to new regions in the tri-state area as well as to other states and cities, and through innovative enterprise initiatives. Leading this growth in reach and impact will require an entrepreneurial and intrepid executive with experience navigating city, state, and federal government agencies along with proven expertise as a fundraiser and relationship builder.

This new leader has much to build upon in a new era, thanks to stable leadership, strong financial management, and highly regarded programs. A new CEO will find an incredibly talented, committed, and experienced leadership team; a vibrant, diverse staff; thriving programs across New York City's boroughs; a historic physical presence in Stuyvesant Cove Park along Manhattan's East River; and strong working relationships with government leaders and agencies, national and regional funders, and other key stakeholders and partners in the renewable energy community. With strong Board support, there are plans in motion for a future new building, a fundraising campaign to support that facility, regional program expansion, and the potential for a new organizational entity to handle the considerable volume of consulting and service requests from a wide range of intermediate and end users.

If you are motivated by the goal of driving forward green energy in ways that significantly improve urban life and communities and are ready to take on what will likely be one of the most exciting and rewarding challenges of your career, consider this leadership opportunity at Solar One.

Overview

Solar One's mission is to design and deliver innovative education, training, and technical assistance that fosters sustainability and resiliency in diverse urban environments. Solar One empowers learning that changes the way people think about energy, sustainability, and resilience by engaging and educating a diverse set of stakeholders and beneficiaries.

Originally founded in 2004 to manage Stuyvesant Cove Park, a two-acre native plant park and a small environmental education center, Solar One has grown into an award-winning organization with a thriving array of programs.

Core Program and Services

K–12 Programs

Since 2009, Solar One's K–12 environmental STEM program, [Green Design Lab](#), has delivered hands-on lessons and activities that foster sustainable behaviors and student-led solutions to real-world issues focused on energy, air, water, materials, and food. Working with public schools in NYC and beyond, the Green Design Lab program inspires the entire school community — students, teachers, custodians, and administrators — to green their schools and innovate solutions to environmental challenges through emerging technologies.

- For 10-plus years, the Green Design Lab has reached nearly 30,000 students and over 1,000 schools with classroom programs and teacher training.
- In 2019, the program was honored as a 2019 UL Innovative Education Award Winner for excellence in environmental STEM education, a national program of the Underwriters Laboratories (UL) and the North American Association for Environmental Education (NAAEE).
- One of Green Design Lab's most well-known programs is the NYC Solar Schools education course, which connects solar installations on schools to classroom learning through curriculum and training for teachers. In 2017, this program was expanded to provide advanced technical solar training for Career and Technical Education (CTE) high school students. The clean energy industry has some of the fastest-growing careers in the country and this program provides youth with valuable work experience that builds their STEM skills and better prepares them for these future green career opportunities.
- Solar One also offers CareerCLUE, a summertime STEM employment exploration program.



Workforce Training Program

The [Green Workforce Training Program](#), New York City's premier green jobs training center, trains and certifies unemployed individuals and incumbent building staff in energy efficiency, renewables, and green building operations and maintenance. Since 2010, Green Workforce training instructors have been training adults with the hard skills they need to enter or advance in high-growth clean energy career fields.

- This program provides services for a low-income population, approximately 70% of whom are coping with difficult barriers to employment.
- The population served includes people with previous criminal justice involvement; people who have or are experiencing homelessness; people with a history with substance abuse; veterans; residents of public housing; and young people under the age of 24 who are in search of alternative pathways to a stable working environment, as well as individuals re-entering the job market post-incarceration.
- In 2020, more than 400 students have received training through the program and, to date, Solar One has trained over 4,000 students. Collaborating with long-term workforce partners, the program has achieved an average yearly job placement rate of 70% with a similar retention rate one year later.
- The program provides construction skills training and industry recognized certifications, empowering program participants to enter or re-enter the job market.



Solar Installation Technical Assistance



Solar One launched [Here Comes Solar](#) in 2014 to scale up technical assistance and support to communities interested in adding solar power capacity in their own neighborhoods. In partnership with the New York Governor's Office of Storm Recovery, Solar One also works with partners to install solar and energy storage systems on community centers, allowing the community centers to serve as resilience hubs for nearby residents.

Solar One is working to make low-cost solar accessible to diverse communities across NYC. The Here Comes Solar program helps affordable housing providers, environmental justice groups, and low-income communities adopt solar, growing the solar market while increasing access to the environmental, economic, and health benefits of clean energy.

- This program increases equitable access to solar power through rooftop solar projects, working with affordable housing providers and low-income cooperatives.
- Here Comes Solar has developed a pipeline of more than 500 buildings that have installed or are committed to install solar mostly in low- and moderate-income communities. These buildings will

host 18 megawatts of solar capacity, a \$60 million investment in clean energy in the communities most impacted by the economic and public health impacts of pollution and climate change.

- Here Comes Solar also maximizes its impact by securing hiring commitments from solar companies that are awarded large projects through our program, providing good jobs for community residents. To date, the program has placed more than 30 workforce trainees in solar jobs, including 12 unemployed public housing residents.
- Here Comes Solar partners with public agencies to develop solar program designs that support cost-effective solar in low-income communities.

Stuyvesant Cove Park and Solar One Environmental Education Center

Solar One manages [Stuyvesant Cove Park](#), a city-owned property, in partnership with the NYC Economic Development Corporation (EDC) and our local community, providing green space and programs centered around climate education and the sustainable stewardship of urban land. In the coming 36 months, the park, situated along the East River waterfront, will be clear-cut, razed, and rebuilt to provide flood protection as part of the East



Side Coastal Resiliency (ESCR) project. Solar One is working with the ESCR and NY EDC teams on preserving existing plants as well as the park redesign, which will include a new fully resilient facility powered by a 38-kilowatt solar array and energy storage system. The Solar One Environmental Education Center will include indoor and outdoor teaching spaces, providing learning experiences about sustainability, climate change, and resiliency for thousands of New York City public school children and the general public.

- Solar One Environmental Education Center will be one of the first fully resilient facilities of its kind in any major American city.
- Located along the waterfront, it will be a model of resiliency for hurricanes, storm surges, and other potential emergency conditions.
- The Center will feature advanced sustainable building, engineering, and design components.
- It will generate off-the-grid solar electricity, allowing the building to serve as a community disaster relief center in the event of future storms.
- The Center will encourage New Yorkers to make energy efficiency and renewable investments in their buildings and businesses.
- The Center will also be an education destination for the thousands of NYC public school children who participate in Solar One's Green Design Lab and CleanTech programs each year. It will provide indoor and outdoor experiences for learning about sustainability, climate change, and resiliency as students engage in high-tech hands-on activities and demonstrations in state-of-the-art classrooms.
- The beautiful setting of Stuyvesant Cove Park, the Center's backyard, will support a myriad of learning, recreation, and arts opportunities. An outdoor Green Theater will host solar-powered, environmental-oriented theater, dance, and film events. In the open space under the building, we will have storage and reception. Visitors will cool off with refreshments in the café.

Leadership

Solar One Board of Directors

Solar One has a distinguished, generous, dedicated, and visionary [Board of Directors](#). Members bring impressive credentials, expertise, and experience in sustainable community development, policy making, and energy justice. The Board provides fiduciary, governance, and strategic oversight of Solar One, working in thoughtful coordination with its Chief Executive Officer, who leads all executive functions of the organization.

Sara Queen

Chair, Solar One Board of Directors



Sara Queen is Managing Director and Head of Real Estate Equity for MetLife Investment Management, a role in which she oversees a \$32.7 billion real estate portfolio with offices in the United States and international markets, including London, Mexico City, Santiago, and Tokyo. She was formerly head of U.S. Operations and Asset Management for Singapore-headquartered Mapletree, a global real estate development, investment, and capital management company with approximately \$35 billion invested worldwide, for which she grew U.S. real estate assets to \$10 billion. Prior to Mapletree, Sara spent nearly 11 years at Brookfield, where she headed Asset Management for the U.S. office portfolio (45 million square feet). She was integral in the smooth integration of the \$7.2 billion Trizec acquisition, streamlining and optimizing leasing and operations efforts. Sara was also responsible for the company's occupancy profile, annual strategic planning/budgeting, oversaw the Lease Administration group, and served on the Global Asset Management and the Executive Committee for the U.S. Office Division. Prior to joining Brookfield, Sara was Senior Vice President at Clarion Partners, the New York City-based real estate management and advisory services firm, in charge of managing a \$1.9 billion portfolio. Previously, she worked for Metropolitan Life Insurance in the investment and asset management groups. Sara has an M.B.A. from the Harvard Business School and a B.A. cum laude in Economics and History from Wellesley College. Sara also is an adjunct professor at Columbia University's Master of Real Estate Development Program and serves on a number of nonprofit boards.

The Role

Reporting to the Board of Directors, the Chief Executive Officer (CEO) is the chief executive of Solar One and is responsible for the leadership and management of the organization and for achieving the organization's mission and its strategic and revenue goals.

Solar One is a 501(c)(3) not-for-profit organization whose mission is to design and deliver innovative education, training, and technical assistance that fosters sustainability and resiliency in diverse urban environments. Solar One empowers learning that changes the way people think about energy,

sustainability, and resilience by engaging and educating a diverse set of stakeholders and beneficiaries; its programs help individuals and communities explore new ways of living and working that are more adaptive to a changing world.

Key Responsibilities

Executive Leadership and Management

- Lead Solar One as its chief executive
- Articulate vision, mission, strategy, and organizational direction
- Work with Board, leadership team, and staff to ensure that the Solar One mission is fulfilled through programs, strategic planning, and community and stakeholder engagement
- Ensure organizational updating and implementation of Solar One's Strategic Plan, annual and multi-year plans, and progress on priorities
- Lead, hire, organize, train, retain, motivate, and empower a diverse and inclusive Solar One staff team for mission delivery; work to ensure vendors and volunteers reflect the diversity of the greater NY area
- Foster a diverse and inclusive, equitable, and productive organizational environment for Solar One employees, volunteers, donors, clients, and other stakeholders
- Serve as the bridge between the Board and the staff: ensure information is shared; solicit input on the strategic plan from the staff to share with the Board; clearly communicate the Board's strategic direction to the staff; and provide opportunities for collective engagement

Governance:

- Lead Solar One and execute on organizational strategy in a manner that reflects well on and amplifies the Solar One brand and advances its mission, strategy, and priorities
- Work effectively and collaboratively with and for the Solar One Board of Directors
- Implement the Board's strategic initiatives as developed and articulated in the strategic plan
- Effectively communicate the Board's strategy and priorities to external, internal, and community stakeholders
- Report to the Board about Solar One programs, fundraising, expenditures, direction in developing the strategic plan, and other material developments
- Provide, in a timely and accurate manner, all information necessary for the Board to function properly, make informed decisions, fulfill its fiduciary responsibility, and mitigate risks and leverage opportunities for the organization

Financial Performance and Viability:

In collaboration with the Chief Operations Officer and the Treasurer:

- Assume responsibility for the fiscal integrity of Solar One, including submission to the Board Finance Committee and to the Board of Directors, a proposed annual budget and financial statements that accurately reflect the financial condition of the organization
- Ensure funds are raised annually according to current plans while creating a vision and strategy for developing and growing revenue to ensure the financial health of Solar One's mission
- Assume responsibility for fiscal management that anticipates operating within the approved budget, ensures maximum resource utilization, and maintenance of the organization in a positive financial position

- Lead organization to meet annual budgeted revenue expectations, fee for service revenue, and increase working capital
- Partner with program directors and with staff to continually innovate fee-for-service and new revenue streams
- Capitalize and stabilize the growth and development of Urban Sun Associates (USA); please see below for further detail on this point
- Prepare projected fundraising targets for one-, two-, three-, and five-year operations and growth

Campaign Planning and Fund Development:

In collaboration with the Director of Development:

- Meet annual and multi-year funding revenue goals
- Lay groundwork and build capacity for future fundraising campaigns
- Foster a culture of philanthropy within Solar One in which staff and the Board understand and appreciate the importance of fundraising to the health and sustainability of the organization and recognize their role in supporting those efforts
- Communicate organizational priorities and cases for support
- Ensure organizational culture, systems, and procedures foster effective philanthropy
- Ensure that fund development is carried out in keeping with Solar One's values, mission, vision, and plans as articulated in the Strategic Plan
- Establish performance measures and help the Board evaluate effectiveness of the organization's fundraising
- Maintain, cultivate, engage, solicit, and steward a portfolio of Board members, major individual, corporate, and foundation donors with support from appropriate fund development staff
- Effectively leverage and partner with Solar One Board members and volunteers in fundraising where appropriate
- Raise capital and develop or expand capital campaign for the new building
- Work with Urban Sun Associates key staff to attract investments and other capital infusions

External Relations and Marketing

- Serve as the primary external representative and spokesperson for Solar One; work with program directors and staff to identify opportunities to share Solar One's work and mission to ever-expanding audiences
- Protect and expand reach and awareness of Solar One in appropriate forums and contexts
- Cultivate and steward relationships with key external stakeholders, specifically the communities in which Solar One serves and operates; community influencers; federal, state, and city government officials; New York City community leaders; as well as corporate and foundation funders
- Ensure Solar One's external presence is robust, consistent, and aligned with brand and mission

Programs and Operations

In collaboration with the Co-Directors of Programs:

- Oversee the effective strategy, structure, resourcing, execution, and assessment of Solar One programs annually and over time
- Continually challenge and motivate the program directors to innovate and support their efforts to grow their programs and their own professional development
- Ensure effective in-person and virtual delivery and client engagement as necessary
- Ensure facility, IT/IS, and other program resources support safe and effective program delivery

- Understand community and client demographics, needs, and perspectives and ensure that they are integrated into program design and delivery
- Working with and instructing legal counsel as needed, review and approve all material contracts and other legal documents or instruments, including fee-for-service contracts, contracts related to programs, government contracts, gift agreements, loan documents, grant documents, leases, employment agreements, consulting agreements, formation documents, and other documents for Urban Sun Associates (including documents relating to capital contributions from new members of the LLC and loan documents supporting the expansion of and so on); foregoing may be delegated as appropriate in CEO's reasonable discretion.

Operations and Administration

- Supervise Chief Operations Officer, Program Co- Directors, Development Director, and any future senior leadership team members:
 - Consistently lead and engage senior staff, understand workflow, set priorities, and involve these senior leaders in fundraising and community engagement
 - Set clear mandates, expectations, and roles to coordinate organization-wide and cross-functional initiatives and drive achievement of operational objectives
 - Provide senior team leadership, mentorship, guidance, and model and develop same competencies in Solar One's organizational leaders
 - In partnership with the Finance Director and the Finance Committee of the Board of Directors, ensure creation of annual budgets and tracking
- Ensure diversity, equity, and inclusion remain a core organizational priority; develop and continuously implement Solar One's DEI Strategy/Roadmap
- Ensure Solar One adheres to federal, state, and local laws, regulations, and reporting
- Oversee the successful development and execution of USA Associates, identify known and unknown risks, develop mitigation plans and strategies, craft and incorporate the for-profit entity, and frame its strategic and organizational relationship to Solar One

Innovation and Future Planning:

- Urban Sun Associates — in consultation with program director of Here Comes Solar:
 - Create and implement multi-year strategy
 - Define financial and funding models
 - Generate initial and ongoing capital and resources
- New Solar1 Building:
 - Lead new building design planning and pre-build process
 - Ensure active, productive working relationships with city and regulatory agencies
 - Define short, mid-, and long-term plans for funding and operations
 - Negotiate lease and funding agreement with NYC Economic Development Corporation

Skills/Abilities/Competencies Required

The successful candidate will bring a wealth of experience and talent. Specific expectations include:

- Seven–10 years of nonprofit experience, and five years management experience.
- Experience and skill working with a Board of Directors.
- Ability to envision and convey an organization's mission and strategic future to a range of stakeholders.
- Personal identification with Solar One's mission.

- Experience leading, deploying, and developing a senior team and diverse staff in an accountable environment with performance metrics.
- Transparent, collaborative, adaptable, and high-integrity leadership style that creates positive impact on strategic priorities, operational objectives, and tactical initiatives.
- Demonstrated ability to develop and maintain effective working relationships with staff, Board members, volunteers, and a variety of donors and potential donors.
- Experience leading fundraising and resource development and with cultivation, solicitation, and stewardship of significant institutional funders and individual donors.
- Previous success establishing and developing relationships with individuals and organizations of influence.
- Ability to plan, delegate, work efficiently under pressure, meet deadlines, and demonstrate strategic thinking and good decision-making with a collaborative spirit.
- Strong written and oral communication skills, including public speaking.
- Experience creating and executing on budgets from diverse revenue streams and developing short- and long-term budgets

Solar One is an equal opportunity employer. Solar One strives to increase diversity, equity, inclusion, and justice in all elements of our work and with our partners to support the interdependent needs of renewable energy and resilience and people in a rapidly changing world. Solar One recruits and employs through a lens of equity and encourages people of all races, religion, creed, national origin, ancestry, sex, sexual orientation, gender identity, age, physical or mental disability, citizenship, genetic information, service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law to apply.

Nominations and Expressions of Interest

We welcome nominations and expressions of interest for this compelling role.

To learn more, call:

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Deb Taft, Chief Executive Officer
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All inquiries will be held in confidence.

Background Checks

Prior to submitting a resume or other materials for this position, we urge all candidates to review their materials carefully for accuracy. Candidates can expect that Lindauer will verify academic credentials and that Clients will conduct background checks.



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