



ESPP DIRECTOR OF KEY ACCOUNTS

VERMONT ENERGY INVESTMENT CORPORATION

Reports to: Director of Efficiency Smart Power Plant
SBU: ESPP
Division: Key Accounts
Date Approved: TBD

JOB SUMMARY: (What is done and why.)

Leads, directs, and has primary responsibility for the Key Accounts Division for Efficiency Smart Power Plant (ESPP) to establish strategic relationships that will deliver qualified business projects from ESPP' key business accounts on a continuous basis. Provides primary accountability for the delivery of qualified projects on an annual basis that meets specified targets. Directly responsible for ESPP Key Accounts Division staff hiring, professional development, supervision, and performance assessment.

ESSENTIAL FUNCTIONS: (Majority of duties, but not meant to be all-inclusive nor prevent other duties from being assigned as necessary.)

1. Provides overall leadership and guidance for ESPP Key Account Division (KAD).
2. Provides strategic and tactical planning for KAD to meet annual and ESPP contract goals. Fully participates in ESPP strategic and annual planning processes.
3. Works collaboratively with the Director of Business Energy Services, and BES subdivision managers, on strategic plans, annual goals, and procedures to foster teamwork.
4. Responsible for segmentation, identification and prioritization of key accounts.
5. Maintains a balanced workload for account managers
6. Ensures quality and consistency in the development and execution of key account plans and strategies. Assures that Customer Value Propositions are used effectively. Primarily responsible for the qualification of key account projects and their delivery to BES for project management.
7. Establishes coaching and training standards, practices and programs for account managers, ensuring "best in class" performance.
8. Provides coaching for ESPP KAD staff with 30%-50% of time dedicated to "in-field" training and coaching at customer sites or strategy development in the territory of the account manager.
9. Supervises Account Managers, and other staff as needed within ESPP KAD.
10. Responsible for performance management for all KAD staff, including establishing performance measures and goals and objectives.
11. Develop and manage KAD budgets.

12. Develops and ensures monitoring, tracking, and reporting systems are fully implemented and integrated with other EVT information systems.
13. Identify and keep current with industry trends, market research for opportunities, threats, improvements, and enhancements.
14. Support the coordination of activities with other staff, pods, and divisions within VEIC as is necessary to accomplish organizational goals and objectives, especially Marketing.

KNOWLEDGE AND EXPERIENCE: (Minimum education, experience, technical and communication skill levels and licenses/certificates normally required to perform the duties of this position.)

1. Strong personal commitment to the mission, vision, goals and values of VEIC.
2. Master's degree in business, plus a minimum of 10 years experience and demonstrated success in leading business development strategy and implementation, specifically in a consultative sales organization preferable in business to business Energy or Professional services or a combination of education and experience in a related field from which demonstrated comparable knowledge and skills are acquired. Experience in energy-related business a plus.
3. Demonstrated ability to execute strategic plans with excellence and demonstrated ability to deliver expected results.
4. Minimum of 5 years in a senior management and supervisory role.
5. Demonstrated ability to successfully select individual talent and integrate that talent into an effective team, which possesses drive, determination, and persistence to achieve goals.
6. Strong knowledge and skills in financial, technical, and business acumen.
7. Strong interpersonal skills including effectiveness in persuasive communications along with a high degree of professionalism, maturity and a polished demeanor.
8. Exemplary written and oral communication skills.
9. Proficiency with contact management, word processing, spreadsheet and database software.
10. Ability to handle competing priorities and proven ability to be organized, detail-oriented and accurate.

WORKING CONDITIONS: (Typical working conditions associated with this type of work and environmental hazards, if any, that may be encountered in performing the duties of this position.)

Internal- Office work is normally performed in either a home office or in climate controlled office environment, where exposure to conditions of extreme heat/cold, poor ventilation, fumes and gases is very limited. Noise level is moderate and includes sounds of normal office equipment (computers, telephones, etc.). No known environmental hazards are encountered in normal performance of office job duties.

Depending on territory assignment, a remote work arrangement may be required or optional.

External- Intense travel requiring 30-50% of time on road. Occasional overnight travel may be required. Work may require exposure to commercial and industrial work environments. Requires a reliable personal vehicle for travel required by position.

PHYSICAL DEMANDS: (The physical effort generally associated with this position.)

Work involves standing and walking for brief periods of time, but most duties are performed from a seated position. There is potential for eyestrain from reading detailed materials and computer screen. Deadlines, workloads during peak periods and changing priorities may cause increased stress levels. Work may include occasional pushing, pulling, or carrying objects weighing of approximately 40 pounds such as files, documents, and some equipment. Work normally requires finger dexterity and eye-hand coordination to operate computer keyboards at a moderate skill level. Repetitive motion injuries may occur. Company will provide adaptive devices as needed.

SUPERVISORY RESPONSIBILITY:

Supervision is received from Director of ESPP.