

J. Powers
RECRUITING, INC.



DIRECTOR OF SILICON VALLEY POWER

Now Accepting Applications



If you are interested in this
outstanding opportunity, please contact:

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THE COMMUNITY

The City of Santa Clara

Nestled at the heart of Silicon Valley, just 45 miles south of San Francisco, the City of Santa Clara is a vibrant, historic community with a population of approximately 132,048. With its rich 170-year history, Santa Clara blends a small-town charm with the dynamic energy of one of the world's most innovative regions.

Santa Clara is home to Santa Clara University, California's oldest institution of higher learning, and the state's eighth mission. Named one of America's 10 safest cities, Santa Clara also stands out as one of the most livable cities in the U.S. – offering an unmatched quality of life that supports both individual and business success. Whether you're looking for a thriving career or a peaceful neighborhood, Santa Clara offers the best of both worlds.

A Hub for Innovation and Opportunity

Often called the "Data Center Capital of the West," Santa Clara boasts more than 50 state-of-the-art data centers and over 350 megawatts of multi-tenant commissioned power. The city is home to some of the world's largest and most influential tech giants, including Intel, NVIDIA, Applied Materials, and Agilent Technologies.

Education and innovation go hand-in-hand here. Santa Clara University, Mission College, and the University of California, Santa Cruz extension provide cutting-edge academic opportunities, further enhancing the city's intellectual vibrancy.

World-Class Entertainment and Recreation

Santa Clara isn't just about work—it's also about play. Home to Levi's Stadium, the iconic venue for the San Francisco 49ers, the city has hosted over 150 major events, including concerts, international sports competitions, and entertainment spectacles. In addition, Santa Clara's Convention Center, bustling shopping districts, exceptional dining options, medical facilities, and vibrant community centers offer something for everyone. For those who enjoy outdoor recreation, the city enjoys more than 300 days of sunshine each year. Tree-lined streets and welcoming neighborhoods provide an idyllic setting for families, and a rich array of cultural and recreational activities await. Whether it's attending a live theater production or catching a concert in the summer, there's always something happening.

A Thriving Community to Call Home

Award-winning schools, low crime rates, and a welcoming atmosphere make Santa Clara one of the most desirable places to live and work in California. The city's perfect balance of vibrant industry, educational excellence, and family-friendly amenities creates a community where people can thrive both personally and professionally.

Discover why Santa Clara is the place to be. Visit [SantaClaraCA.gov](https://www.santaclaraCA.gov) for more information.



OVERVIEW

City Government

Santa Clara is a Charter City committed to fostering a vibrant and thriving community. Our mission is to deliver a high quality of life through resourceful, efficient, progressive, and professional leadership that serves the needs of both residents and businesses. Operating under a Council-Manager form of government, Santa Clara is dedicated to providing innovative solutions and ensuring the city remains at the forefront of progress.

Our City Council is composed of an elected Mayor, serving at-large, and six Council Members elected by district, all of whom serve four-year terms. The City Charter limits the Mayor and Council Members to two consecutive terms. Additionally, the Police Chief and City Clerk are both elected positions, ensuring direct accountability to the community.

Santa Clara's dedicated team includes approximately 1,149 full-time employees, working together to deliver exceptional public services. With a 2024-2025 fiscal year budget of \$1.65 billion, the city is poised to invest in both current and future needs, enhancing the quality of life for all who live, work, and play here.

In addition to its core municipal services, Santa Clara manages several important public services through specialized entities:

- **Silicon Valley Power (SVP):** A municipal electric utility that powers our city with sustainable, reliable energy.
- **Santa Clara Stadium Authority:** A Joint Powers Authority (JPA) overseeing the iconic Levi's Stadium, a premier venue for entertainment and sports.
- **Santa Clara Convention Center:** A city-owned facility, managed by a third-party agreement, that serves as a key tourism and business hub, supported by the Tourism Improvement District.

Through these dynamic and forward-thinking initiatives, the City of Santa Clara continues to serve as a model of innovation and excellence in local government.

The Department

Silicon Valley Power (SVP): *"Powering the Future of Santa Clara"*

For over 125 years, Silicon Valley Power (SVP) has been a trusted, community-owned, not-for-profit electric utility, delivering reliable service to over 57,000 residential and business customers. As a forward-thinking municipal utility, SVP is committed to driving innovation, sustainability, and performance excellence while meeting the evolving needs of our community.

A Leader in Energy Generation and Innovation

SVP currently manages a diverse portfolio of over 2200 MW of electric generating resources, in-town resources include 148 MW cutting-edge Combined Cycle technologies, 50 MW Simple Cycle peaking units, and 50 MW of utility scale battery storage coming online in 2026. Looking ahead, SVP is doubling down on the future by expanding generating capacity for to meet Santa Clara's growing needs.

This ambitious growth plan includes 30+ strategic initiatives across four key areas:

1. Utility Performance Excellence
2. Customer Engagement and Satisfaction
3. Progress and Innovation Focus
4. Community and Environmental Stewardship

These initiatives will not only enhance SVP's operations but also solidify its role as an industry leader.

SVP powers some of the world's most innovative and influential companies, including Intel, Applied Materials, Amazon Web Services (AWS), and NVIDIA—a testament to its reliability and forward-looking energy solutions.

A Commitment to Clean, Renewable Energy

Currently, over 50% of Santa Clara's electricity comes from carbon-free renewable resources, including large-scale wind, solar, landfill gas, geothermal, and hydroelectric projects. SVP has added over 1404 MW of carbon free energy over the past 5 years and is in various stages to add additional 1400 MW and is on track to meet the City of Santa Clara's and the State's climate goals.

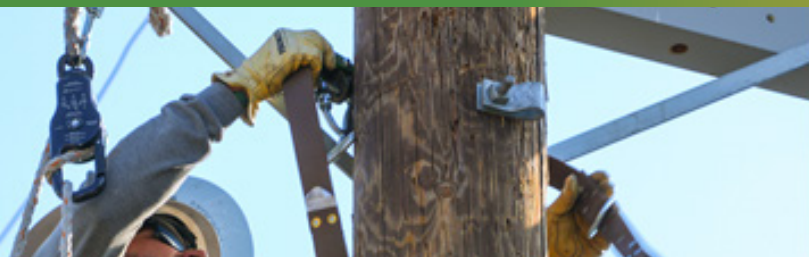
A Strong Team for a Bright Future

SVP's team of 222 full-time employees is dedicated to delivering exceptional service and cutting-edge energy solutions. With a \$786.45 million Operating Budget and \$381.35 million Capital Improvement Program Budget for the 2024-25 fiscal year, SVP is poised to continue driving innovation and serving the community with unmatched expertise.

SVP is more than just a utility; it's the heart of Santa Clara's energy future. Join us as we lead the way in sustainable, reliable, and innovative power solutions for generations to come.



THE POSITION



Reporting directly to the City Manager, the **Director of SVP** is the top executive responsible for overseeing all aspects of the City's electric utility, from operations and strategic planning to customer relations and regulatory compliance. As a senior management position in the City's unclassified service, you will represent the City's interests at the local, state, and federal levels, and be an advocate for SVP in key industry discussions and partnerships. This is a high-profile role where your leadership will directly influence the City's energy future and its ability to provide exceptional service to residents and businesses alike.

Key Responsibilities:

- **Leadership & Strategic Vision:** Oversee the day-to-day operations of SVP, ensuring effective and efficient management of the utility. Lead long-term strategic planning for facilities and resources, ensuring that SVP stays ahead of technological advancements and evolving energy needs.
- **Operational Excellence:** Provide operational leadership across the design, engineering, construction, maintenance, and operation of SVP facilities. Ensure a safe, reliable, and sustainable energy supply for the City.
- **Financial Stewardship:** Work closely with the City Manager and legal teams to negotiate contracts, manage SVP's budget, and maintain financial integrity through meticulous financial analysis and collaboration with the Director of Finance.
- **Customer Engagement & Innovation:** Engage with diverse customer segments to understand their needs, develop innovative marketing strategies, and ensure SVP's services are not only reliable but also forward-thinking and customer-centric.
- **Regulatory & Industry Relations:** Act as the City's primary representative with other utilities, regulatory bodies, and energy associations, providing critical technical and financial insights on state and federal energy issues.
- **Collaboration & Advisory Role:** Serve as a trusted advisor to the City Manager on all matters related to the City's electric services. Participate in City Council meetings and collaborate with large commercial and industrial customers to enhance SVP's service offerings. Serve as a trusted voice in addressing competing interests, balancing policy considerations, and communicating effectively with diverse stakeholders.
- **Environmental & Regulatory Compliance:** Ensure that all operations comply with environmental and regulatory standards. Oversee the preparation and management of capital improvement and operational budgets.



THE IDEAL CANDIDATE

Are you a dynamic, visionary leader with a wealth of experience in the electric utility sector? Do you have a passion for community-driven initiatives and the expertise to guide a leading-edge utility into a sustainable, innovative future? The City of Santa Clara is looking for a forward-thinking Director of Silicon Valley Power (SVP) who will shape the future of one of the most progressive utilities in the nation.

The Director of Silicon Valley Power will be a leader who excels in the electric utility space—whether municipal or investor-owned—and is ready to take on the challenge of leading SVP into its next phase of growth. You will have a strong track record of managing high-performing teams, setting clear goals, and driving results. Your leadership will set the direction for the utility, prioritizing the needs of the community while ensuring operational excellence and a focus on long-term sustainability.

What You'll Bring:

- A track record of leadership in energy, utilities, or a related field with experience in managing complex operations and budgets.
- Strong experience in negotiating contracts, strategic planning, and regulatory compliance.
- Proven ability to engage and collaborate with a diverse range of stakeholders, including customers, government entities, and industry associations.
- A passion for sustainability and innovation, with a vision for leading SVP into the future of energy.

As the Director of SVP, you'll have the rare opportunity to guide an organization that is vital to Silicon Valley's economic and environmental success. With a passion for sustainability and innovation, you'll be at the forefront of transforming how we deliver energy to an entire community—empowering businesses, residents, and the future of Silicon Valley.

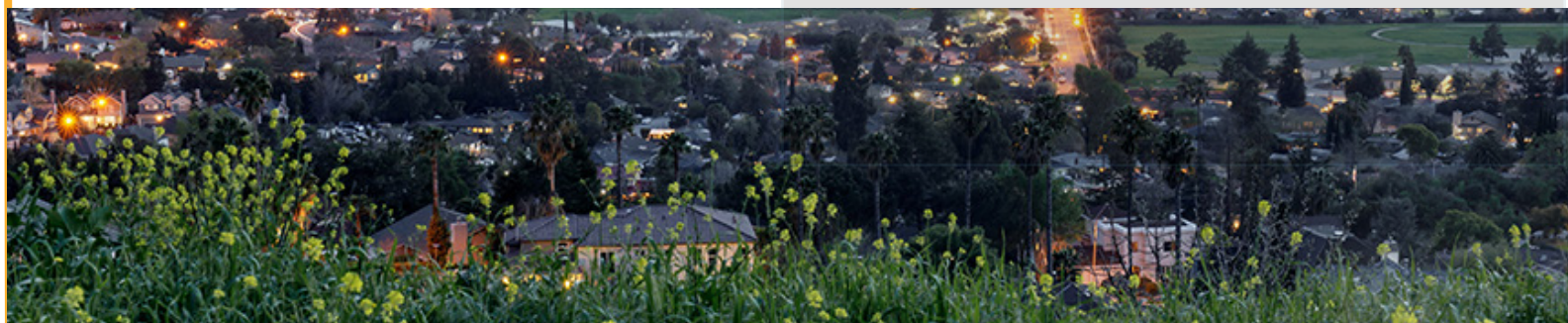
If you're a strategic visionary with the expertise to drive excellence, innovation, and customer satisfaction, we invite you to join us and make an incredible mark on the future of energy in one of the most exciting regions in the world.

Minimum Qualifications

Graduation from an accredited college or university with a Bachelor's Degree in Public or Business Administration, Engineering, or an approved related field AND ten (10) years of experience in utility engineering or operations including at least five (5) years of experience in a senior management capacity.

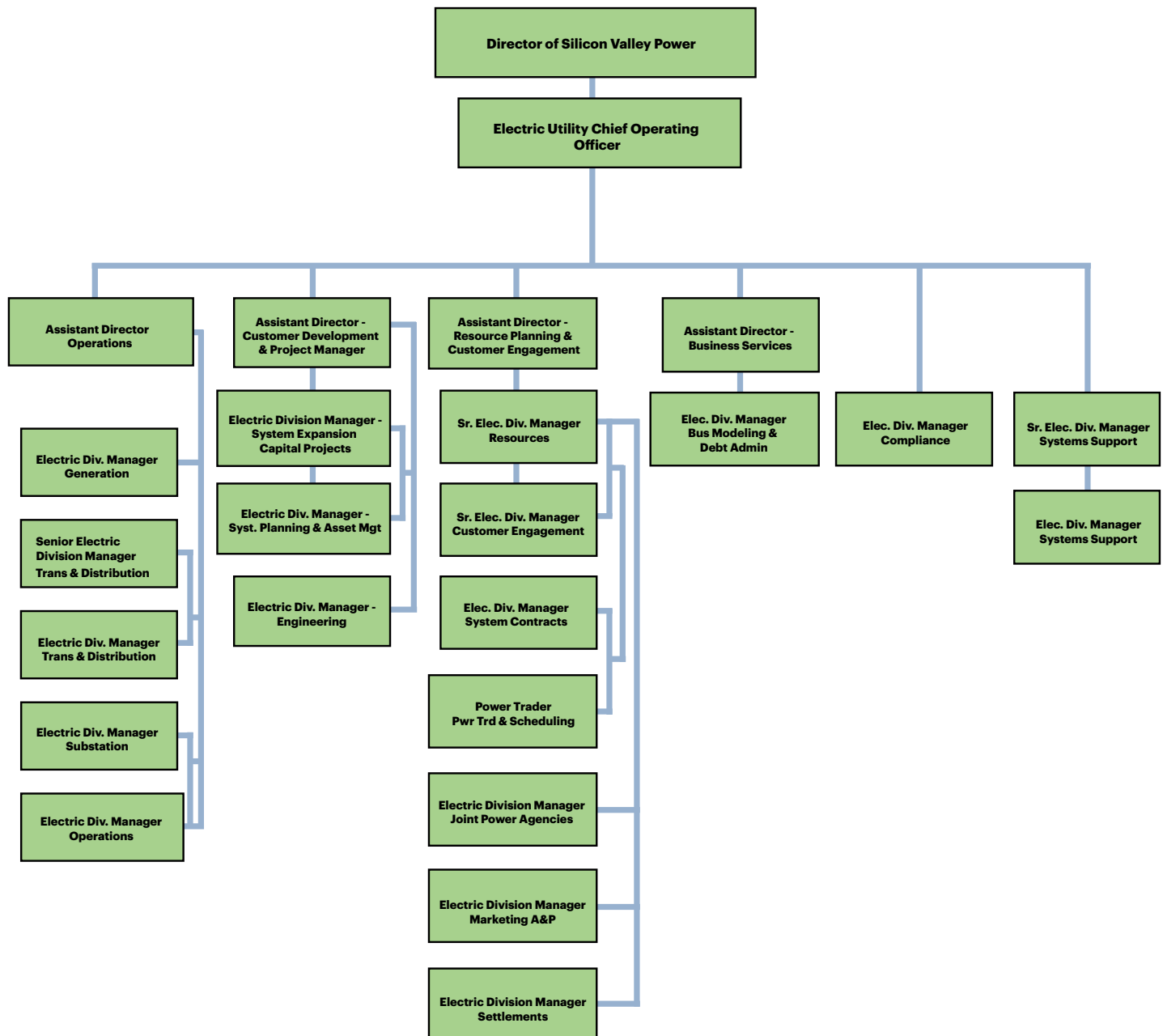
A Master's Degree in Public or Business Administration, Management, or Engineering is desirable and may be substituted for two (2) years of the qualifying engineering and operations experience requirement.

Possession of a valid certificate of registration from the California State Board of Registration for Civil and Professional Engineers is desirable.



ORGANIZATIONAL CHART

The Silicon Valley Power Organizational Chart



COMPENSATION & BENEFITS

The salary range for this position is **\$332,203.44 - \$429,899.28**, with a midpoint of \$381,051.36. The starting salary will be based on the experience and qualifications of the selected candidate. Appointment beyond the midpoint may be considered for candidates with significant experience and desirable qualifications. In addition, the City also provides a competitive benefits package, including:

Retirement:

The City participates in the California Public Employees' Retirement System (CalPERS); with a 2.7% at 55 formula for Classic Miscellaneous members and a 2% at 62 formula for New PEPRA Miscellaneous Members.

Health Insurance:

City contribution of up to \$2,604.19 per month based on enrollment in CalPERS Health Plan. Those who opt out of health insurance may be eligible for monthly cash-in-lieu.

Retiree Medical Reimbursement:

For employees with at least 10 years of service and who retire with the City, the City reimburses up to \$425 per month for retirees until age 65, and up to \$254 per month for retirees after age 65.

VEBA:

City contributes \$50 per month towards employee VEBA Account.

Paid Family Leave:

Up to 8 weeks of benefits within a 12-month period.

Social Security/Medicare (FICA):

Employee and City contribute toward Medicare (1.45%) and Social Security (6.20% up to the required annual limit).

Dental and Vision Insurance:

City pays employee-only lowest cost plan. Employee pays for additional premiums above the employer contribution toward dental and vision insurance.

Flexible Spending Account:

IRS Section 125 Plan, employee may contribute up to \$3,300 per year to a health care spending account; \$5,000 per year to a dependent care spending account, and \$325 per month to a commuter benefit plan in pre-tax dollars.

Employee Assistance Program:

City's vendor provides confidential counseling to employees and dependents. Up to a maximum of five (5) consultation sessions per family member per incident per year.

Vacation:

Vacation accrual of 10 days per year for the first 4 years, with accrual increase over time. Maximum accrual is 480 hours.

Vacation Cash-Out:

Up to 80 hours of accrued vacation once per year, to be paid in two cash-outs the following calendar year.

Sick Leave:

96 hours per year with no accrual limit.

Management Leave:

120 hours per calendar year (prorated in the first year based on hire date), with a maximum accrual of 180 hours.

Holidays:

City observes thirteen (13) paid holidays annually and four (4) additional paid holidays between December 25th and January 1st.

Life Insurance:

City pays the premium for \$50,000 of Basic Life Insurance coverage. Additional insurance may be purchased by the employee.

Deferred Compensation:

City offers an optional 457(b) Plan. The City will contribute \$300/month to the employee's deferred compensation account.

Automobile Allowance:

The City provides a vehicle allowance of up to \$520 per month.

Cell Phone/Smart Phone Stipend:

A City- issued cell phone or an allowance of \$80 per month.

Tuition Reimbursement:

City will reimburse eligible tuition expenses up to \$2,000 per fiscal year.

For more information on employee benefits, visit the City's [benefits website](#).



TO APPLY

If you are interested in this outstanding opportunity, please contact:

Jenna Flanagan
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Filing Deadline

This position will remain open until April 4th, 2025.
The City of Santa Clara is an equal opportunity employer.

J. Powers
RECRUITING, INC.

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