



City of San Jose

Senior Regulatory Compliance & Policy Manager (Senior Power Resources Specialist) - Energy Dept

SALARY	\$147,005.04 - \$180,070.80 Annually	LOCATION	San Jose Metropolitan Area
JOB TYPE	Full-Time	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	202601427	DEPART	Energy Department
OPENING DATE	01/29/2026	CLOSING DATE	2/27/2026 11:59 PM Pacific

Our diverse and inclusive workforce of more than 7,000 employees play a key role in the success of San José, the heart of the Silicon Valley. All City of San José employees work together as one team to make San José a vibrant, innovative, and desirable place to live and work. Visit [here](#) to learn more about our One Team Leadership Values and Expectations, including quality and excellent customer service and [here](#) to learn more about San José.

The City of San José is an equal opportunity employer. Applicants for all job openings will be considered without regard to age, race, color, religion, sex, national origin, sexual orientation, disability, veteran status or any other consideration made unlawful under any federal, state or local laws. The City of San José is committed to offering reasonable accommodations to job applicants with disabilities. If you need assistance or an accommodation due to a disability, please contact us at 408-535-1285, 711 (TTY), or via email at CityCareers@sanjoseca.gov.

About the Department

San José Clean Energy, or SJCE, is San José's local, not-for-profit electricity supplier operated by the City of San José's Energy Department. Since 2019, our dedicated and motivated team has provided clean energy for residents and businesses at competitive rates, while also offering community programs, local benefits, and increased transparency and accessibility. SJCE serves more than 350,000 customer accounts, and has contracted for more than 1 GW of power.

Joining our team means that you will be making a big impact on the fight against climate change. SJCE plays an important role in meeting San José's ambitious goal to be carbon neutral by 2030 and in implementing the City's climate action plan, Climate Smart San José. Thanks to SJCE, San Jose has one of the cleanest energy mixes of any large city and offers a 60% renewable product and a 100% renewable product.

Serving our community with respect and integrity is at the core of what we do. We center equity, diversity, inclusion and belonging in our work. The department also hosts active staff-led Culture and Racial Equity committees, and has won awards for its education and outreach work with Spanish and Vietnamese-speaking communities.

For more information about San José Clean Energy, please visit: www.sanjosecleanenergy.org.

Position Duties

The Energy Department is seeking to fill one (1) full-time Senior Regulatory Compliance & Policy Manager (Senior Power Resources Specialist) position for the Regulatory Compliance & Policy Division. This position reports directly to the Deputy Director of the Regulatory Compliance & Policy Division and will provide technical analysis, assess the potential business impacts to SJCE from proposed regulatory changes, and provide expert public representation.

Under general direction of the Deputy Director, the Senior Regulatory Compliance & Policy Manager will be responsible for engaging in the increasing number of complex electric regulatory proceedings and effectively advocating for the business interests of SJCE at the California Public Utilities Commission ("CPUC"), the California Energy Commission (CEC), and California Independent System Operator ("CAISO") to protect and advance San José business and community interests. Typical duties of this position may include, but are not limited to:

- Monitoring and advising internal staff about the progress of regulatory policy and rate-related proceedings
- Performing independent analysis of the possible operational impacts of rate cases and regulatory proceedings
- Representing SJCE before regulatory bodies and on external working groups
- Keeping abreast of key regulatory issues affecting CCAs, and assisting in prioritizing proceedings
- Developing formal written comments to regulatory agencies and advising on advocacy strategy
- Working with other internal teams to share and learn relevant information

- Other duties as assigned

Minimum Qualifications

Education

A Bachelor's degree from an accredited college or university in Business, Economics, Engineering, Environmental Studies, Law, Natural Resources, Statistics, or related field to utility business.

Experience

Three (3) years of experience in energy resources operations, planning, purchasing, scheduling, or contract negotiations.

Acceptable Substitution

None

Required Licensing (such as driver's license, certifications, etc.)

Possession of a valid State of California driver's license is required.

THIS IS A HYBRID POSITION, REQUIRING PART OF THE WORK WEEK TO BE ONSITE IN THE DOWNTOWN SAN JOSE OFFICE. The hybrid work schedule may change due to the department's business needs in the future.

Other Qualifications

Competencies

Job Expertise – Demonstrates knowledge of and experience with applicable professional/technical principles and practices, Citywide and departmental procedures/policies and federal and state rules and regulations.

Analytical Thinking – Approaches a problem or situation by using a logical, systematic, sequential approach.

Collaboration – Develops networks and builds alliances; engages in cross-functional activities.

Communication Skills – Effectively conveys information and expresses thoughts and facts clearly, orally and in writing; demonstrates effective use of listening skills and displays openness to other people's ideas and thoughts.

Initiative - Exhibits resourceful behaviors toward meeting job objectives; anticipates problems, is proactive, and avoids difficulties by planning ahead; displays willingness to assume extra responsibility and challenges; pursues continuing education opportunities that promotes job performance planning.

Problem Solving - Approaches a situation or problem by defining the problem or issue; determines the significance of problem; collects information; uses logic and intuition to arrive at decisions or solutions to problems that achieve the desired outcome.

Teamwork & Interpersonal Skills - Develops effective relationships with co-workers and supervisors by helping others accomplish tasks and using collaboration and conflict resolution skills.

Benefits

The City of San Jose offers a wide range of core health benefits including Medical, Dental, Vision, Employee Assistance Program, Life Insurance, Disability, and Savings Plans. Please visit the City's [benefits page](#) for detailed information on coverage, cost, and dependent coverage.

For information on the City's Retirement Plan(pension for full-time employees), please visit the Office of Retirement Services [website](#). You will be able to view information based on different Sworn/Federated job classification.

In addition to the benefits above, there is an [additional perks site](#) to explore further benefits of working for the City of San Jose like paid leave, educational reimbursements, and holiday pay are specific to the job classification and union membership.

Additional Information:

Employment Eligibility: Federal law requires all employees to provide verification of their eligibility to work in this country. Please be informed that the City of San Jose will NOT sponsor, represent or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employer application.

You must answer all job-specific questions to be considered for this vacancy or your application will be deemed incomplete and withheld from further consideration. Applicants are expected to write their own essays/responses.

Please note that applications are currently **not** accepted through CalOpps or any other third party job board application system.

This recruitment may be used to fill multiple positions in this, or other divisions or departments. If you are interested in employment in this classification, you should apply to ensure you are considered for additional opportunities that may utilize the applicants from this recruitment.

Please allow adequate time to complete the application and submit before the deadline or the system may not save your application. If your online application was successfully submitted, you will receive an automatic confirmation email to the email address you provided. IF YOU DO NOT RECEIVE THE CONFIRMATION, please email CityCareers@sanjoseca.gov and we will research the status of your application.

AI and the Hiring Process

We recognize that Artificial Intelligence (AI) is becoming part of daily life and can be a valuable tool for learning, research, and professional growth. We encourage candidates to use AI responsibly as a support in preparing application materials, live assessments, and interviews. However, **we value authenticity, accuracy and truthfulness**. Application responses and interview answers must reflect your own knowledge, skills, and experiences. While AI can supplement preparation, it cannot replace the originality and judgment we look for in our employees. This ensures **fairness, transparency, and equity** for all applicants in the hiring process.

Employer

City of San Jose

Address

200 E Santa Clara St

San Jose, California, 95113

Phone

(408) 535-1285

Website

<https://www.sanjoseca.gov/>

Senior Regulatory Compliance & Policy Manager (Senior Power Resources Specialist) - Energy Dept Supplemental Questionnaire

*QUESTION 1

We recognize that Artificial Intelligence (AI) is becoming part of daily life and can be a valuable tool for learning, research, and professional growth. We encourage candidates to use AI responsibly as a support in preparing application materials, live assessments, and interviews. However, we value authenticity, accuracy and truthfulness. Application responses and interview answers must reflect the candidate's own knowledge, skills, and experiences. While AI can supplement preparation, it cannot replace the originality and judgment we look for in our employees. This ensures fairness, transparency, and equity for all applicants in the hiring process.

☐ Yes, I acknowledge that I have read and understand the above statement regarding the use of AI in the application and interview process.

*QUESTION 2

This position requires a State of California Driver's License. Please select the applicable option that best describes your driver's license, or your ability to possess a valid driver's license.

- ☐ State of CA, Class A Driver's License
- ☐ State of CA, Class B Driver's License
- ☐ State of CA, Class C Driver's License
- ☐ I do not possess a State of California Driver's License but, I can obtain one.
- ☐ I do not possess a State of California Driver's License and I cannot obtain one

*QUESTION 3

What is the highest level of education you have completed?

- ☐ High School Diploma or the equivalent (GED)
- ☐ College (1 to 29 semester units/ 1 to 44 quarter units)
- ☐ College (30 to 59 semester units/ 45 to 89 quarter units)
- ☐ College (60 to 89 semester units/ 90 to 134 quarter units)
- ☐ College (90 to 119 semester units/ 135 to 179 quarter units)

- ☐ College (120 or more semester units/ 180 or more quarter units)
- ☐ Associate's Degree
- ☐ Bachelor's Degree
- ☐ Master's Degree
- ☐ Doctoral Degree
- ☐ Other
- ☐ None of the above

***QUESTION 4**

If you have a bachelor's degree or higher from an accredited college or university in a related field, please state the field of study and the issuing accredited college or university.

***QUESTION 5**

How many years of experience do you have in energy resources operations, planning, purchasing, scheduling, or contract negotiations?

- ☐ Fewer than (3) years
- ☐ Three (3) years or more

***QUESTION 6**

Briefly note your experience in tracking, analyzing, or otherwise working on IOU rate case proceedings.

***QUESTION 7**

Succinctly describe a time where you took initiative to adapt to operational change, improved or created a process, or provided important advice to a group or your supervisor.

***QUESTION 8**

Summarize your experience in collaborating externally - with trade associations, business groups, or sister organizations.

* Required Question