



ABOUT

Solar Energy International



SOLAR ENERGY INTERNATIONAL

Educate. Engage. Empower.

About SEI

Solar Energy International (SEI)'s purpose is to provide industry-leading technical training and expertise in solar energy to empower people, communities, and businesses worldwide to achieve our vision of a world powered by renewable energy.

SEI is a dedicated community of hardworking professionals who believe in a world where all people have equal access to clean energy resources. Our Core Values are to Educate, Engage and Empower each other and the world through our work, aligning with our mission of a world powered by renewable energy.

We believe in a world where all people have equal access to clean energy resources to ensure the safety and health of their communities, natural environments, and the planet. Realizing this vision takes committed hearts, we work every day to ensure that the people and communities we engage are educated and empowered to make a difference. These beliefs create the bedrock for SEI's actions and programs and our core values guide what we do and how we do it, including a loyalty and commitment to our staff, students, instructors, and collaborators.



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SEI Values

EDUCATE

We Educate through reliable and quality educational products and services designed to provide a pathway to a skilled, knowledgeable, and equitable workforce.

We believe that training and building a global solar energy workforce is essential to our collective futures. SEI is dedicated to continuous innovation in providing reliable, relevant, and quality services that are accessible to all, delivered by experienced industry thought leaders. We strive for a learning environment that puts service to students first and provides a pathway to a skilled, knowledgeable, and equitable workforce.

ENGAGE

We Engage by building a community in all levels of our organization that is rooted in integrity to our mission.

We recognize the power in collective engagement, and knowing that diversity equals success, we endeavor to create a culture of inclusion amongst our community that focuses on taking care of each other and the planet. SEI is grounded in integrity, compassion, professionalism, and excellent service, and we engage with our work, our staff, instructors, students, and our collaborators to develop solutions and curate experiences with wide-ranging impact.

EMPOWER

We Empower all those we work and collaborate with to believe in their potential, have a curiosity to learn and the determination to make a difference in their own lives and in the world.

We strive to empower as a way of life at SEI. We encourage people to apply their education to make a difference in their life and communities by providing resources, fostering connections, and creating career opportunities. SEI's work environment is focused on harmonious and productive teams, encouraging work/life balance, individual responsibility, and spirited fun. We advocate for personal and professional growth and prioritize quality of life.



POSITION

Executive Director

The Opportunity

Founded in 1991, SEI has provided training for over 82,000 solar professionals from 145 countries worldwide. We offer online, hands-on, and in-person solar training, starting with solar fundamentals and diving into advanced systems and design. Headquartered in Paonia, CO, SEI also has hands-on lab facilities in Oman serving the Middle East, and Costa Rica serving Latin America. We're made up of 30 FTE staff and 50+ contract instructors.

We recognize that in the U.S. alone, 400,000 new solar workers are forecasted to join the industry by 2030. Worldwide, the solar workforce is expected to climb to over 8 million people. We want to scale our operations and act as industry leaders in solar training and workforce development. We're embarking on a strategic and business planning process that looks to answer those questions about scale, further defining our audience, products, and strategies, as well as the staff and resources we need to make it happen.

We are seeking an Executive Director, skilled in leading organizations through change. They will appreciate our established culture, and also contribute something new alongside continuing to evolve and strengthen SEI's culture and core values.

In this leadership role, you have exceptional organizational and relationship-building skills are self-motivated and goal-driven. You thrive on dealing with all levels of organizational leadership, alumni, key stakeholders, corporate/foundation partners, and high-capacity donors to turn vision into action.

As a visionary leader, you will be driving the realization of our organization's vision. You will be responsible for strategic direction, change management, maintaining and developing strong partnerships, expanding the reach of SEI, working closely with the Operating Committee to raise the annual budget, and managing the financial operations.

You will lead the Operating Committee, and supervise the Directors of each department, reporting to the Board of Directors.

**POSITION**

Executive Director

Key Responsibilities

- o Provide leadership and make key decisions in developing the long-range strategic plan for the organization and ensure consistent and timely progress towards achieving it.
- o Communicate and represent SEI's mission and vision with a wide variety of partners and stakeholders including at conferences events, to C-Suite level leadership and major donors, and to the public.
- o Cultivate, preserve, and evolve an organizational culture that is inclusive, supportive, and utilizes the skills and passions of staff to support the individual staff and organizational goals.
- o Maintain a working knowledge of developments and trends in the field of solar energy and educational programs offered in the field.
- o Lead internal and external diversity, equity, and inclusion efforts in accordance with the mission and strategic plan.
- o Ensure that regular performance evaluations are held and that sound human resource practices are in place. Hold directors and staff accountable to mission and strategic goals, through development of performance metrics, and with regular performance evaluations.
- o Oversee maintenance of official records and documents, and ensure compliance with federal, state, and local regulations, as well as all accrediting agencies.
- o Oversee management of financial matters including annual budget, regular financial reporting, and compliance alongside the Financial Director.
- o Work closely with the SEI Board of Directors, and serve as the conduit between staff and board.

Qualifications:

- o Demonstrated leadership experience and skills (at least 10 years of experience).
- o Proven track record in organizational building and change management.
- o Visionary, forward thinking professional.
- o 5 years of solar industry experience preferred.
- o Spanish speaker preferred.



POSITION

Executive Director

A little bit about Paonia, Colorado

Paonia is located on the Western Slope of the Rocky Mountains, at 5,645 ft. in elevation. Along with Hotchkiss and Crawford, Paonia is one of the small towns that make up the North Fork Valley. The North Fork of the Gunnison River flows through Paonia and the valley. On both sides of the valley are higher mesas offering panoramic views of the West Elk Mountains, Ragged Mountains, Black Canyon of the Gunnison, and San Juan Mountains. The valley boasts the largest concentration of organic, sustainable growers in the state.

You can learn more about why staff at headquarters love to live here: <https://www.solarenergy.org/vacation-activities/>

While this position does not require relocation to Paonia, travel to Paonia during the training season April - October is required.

Sillman Thomas have partnered with Solar Energy International as their managing search consultant



Sillman Thomas are a specialist executive search firm dedicated to building a more inclusive and sustainable economy. Operating internationally from our offices in London and New York, we have a focus on ESG and Impact in our work with the finance, technology and business communities across EMEA, Americas and Asia Pacific.

POSITION

How To Apply

EMAIL

solarenergy@sillmanthomas.com

Please contact Sillman Thomas before the April 8, 2021 to express your interest in this opportunity. We will reply to all interested candidates.

Solar Energy International (SEI) is proud to be an equal opportunity employer committed to diversity and inclusion in the workplace and embracing a workplace with diverse voices and perspectives. We strongly encourage and seek applications from women, people of color, including bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical conditions.

