



Chief Executive Officer

Position Description & Candidate Profile

ABOUT UTAH CLEAN ENERGY

Founded in 2001, Utah Clean Energy has grown from a small volunteer effort into Utah's most influential, independent force for a clean energy future. From day one, we have believed that Utah can lead – and must lead – in the transition to a cleaner, smarter, more equitable energy economy.

Utah Clean Energy is a solution-based, non-partisan nonprofit organization that has been blazing the path to a healthy climate for nearly 25 years. Our multi-disciplinary team includes experts in the decarbonization of our buildings, electricity sector, transportation, and climate policy. We have spearheaded impactful and far-reaching clean energy and climate policies, programs, and utility regulatory outcomes, cementing us as Utah's foremost experts on win-win climate solutions. Our success is predicated on not only our expertise, but the strength of our partnerships, and our position that failure on climate solutions is not an option. We are committed to creating a future that ensures healthy, thriving communities for all, empowered and sustained by clean energy.

Today, our team of policy advocates, analysts, communicators, and practitioners is driving real progress in one of the nation's most dynamic and fast-changing energy landscapes. Guided by a commitment to climate solutions and equity, our Strategic Plan guides our work to:

- Transform utilities to be powered by renewable energy
- Make homes and buildings ultra-efficient and all-electric
- Accelerate the shift to clean, electric transportation
- Advance climate leadership through policy, partnerships, and the Utah Climate and Clean Air Compact

At the heart of our operations is the [Climate Innovation Center](#), our award-winning net-zero headquarters – a living laboratory for sustainable design and a beacon for Utah's leadership in clean energy innovation.



THE OPPORTUNITY

Utah Clean Energy stands strong in this moment of extraordinary momentum and possibility. For nearly 25 years, we've built a reputation as one of Utah's most effective and trusted voices for practical, non-partisan clean energy and climate solutions.

Now, as Founder and CEO Sarah Wright prepares to pass the torch, the Board of Directors seeks a new Chief Executive Officer to carry this legacy forward and lead the organization into our next era of growth, innovation, and impact.

This is an opportunity to lead a respected organization that has proven the power of collaboration over polarization and solutions over rhetoric. The next CEO will guide Utah Clean Energy as we deepen our impact in Utah and our influence across the Intermountain West — expanding visibility, forging new partnerships, and mobilizing collective action to confront the defining challenge of our time.

The new CEO will join a talented, mission-driven team with deep technical expertise and a shared belief in a bold, inspiring vision: a future that ensures healthy, thriving communities for all, empowered and sustained by clean energy.

CANDIDATE PROFILE

- **You are a visionary and grounded leader** — driven by purpose, guided by integrity, and motivated by the belief that pragmatic, equitable clean energy solutions can change the world and that Utah can be a model for the nation.
- **You are a champion for climate progress** — a voice that inspires hope, action, and confidence in Utah's ability to lead.
- **You are undaunted by complexity and fueled by possibility** — you see connections where others see divides and believe in building bridges that endure.
- **You are a connector and communicator** — engaging partners across political, business, and community lines with authenticity and respect.
- **You are an inspirer of people** — someone who empowers teams, builds trust, and mobilizes others toward bold, shared goals that matter.
- **Above all, you are unyielding** — your determination to address climate change is unwavering, driven by a conviction that we can overcome the obstacles in our path.



CORE RESPONSIBILITIES

The CEO reports to the Board of Directors and is responsible for advancing our mission with integrity and positioning the organization to scale our influence throughout the region. The CEO's core responsibilities include:

Strategic Leadership & Vision

- Partner with the Board and leadership team to define the organization's path forward, grounded in mission, values, and long-term goals
- Translate vision into clear strategies and measurable outcomes that move the needle on climate and energy policy
- Ensure every opportunity aligns with Utah Clean Energy's strategic focus and core competencies

External Engagement & Representation

- Serve as Utah Clean Energy's chief ambassador and public voice with policymakers, business and community leaders, funders, and media
- Build authentic relationships across ideological and geographic lines, earning trust through integrity, pragmatism, and shared purpose
- Strengthen Utah Clean Energy's reputation as a credible, bridge-building problem-solver

Organizational Leadership & Culture

- Foster a collaborative, high-performing culture rooted in respect, inclusion, and transparency
- Empower and inspire senior staff and experts with clarity of vision and trust in their leadership
- Model balance and well-being while maintaining excellence and accountability

Fundraising & Development

- Cultivate, solicit, and steward relationships with donors, foundations, and partners who share our values and aspirations
- Lead compelling storytelling about our impact to inspire deeper investment and engagement and support staff to convey this impact through grants and other fundraising materials
- Partner with the Board and development team to diversify and grow funding streams that ensure long-term sustainability

Operational & Financial Stewardship

- Maintain strong fiscal health, transparency, and compliance
- Oversee budgets, project costing, and financial systems that support responsible growth
- Ensure operational excellence across all functions

CORE COMPETENCIES AND ATTRIBUTES

Mission-Driven & Visionary Leadership

- Deep commitment to Utah Clean Energy's mission to advance pragmatic, equitable clean energy and climate solutions
- Connects daily work and strategic decisions to the organization's broader "why" and long-term vision
- Inspires others through authenticity, purpose, and a focus on impact

Strategic & Accountable Leadership

- Thinks systemically and acts strategically – sees how the parts fit together within Utah Clean Energy and the broader ecosystem
- Listens carefully, seeks input, and makes clear, timely decisions
- Brings strong organizational management skills, including budgeting, financial oversight, and operational planning

Persuasive Communicator & Relationship Builder

- Exceptional oral and written communication skills
- Builds trust and collaboration across ideological, business, and community lines
- Communicates transparently and with emotional intelligence, representing Utah Clean Energy with integrity
- Translates complex technical, policy, and regulatory issues into compelling, accessible messages

Fundraising & External Engagement

- Cultivates lasting donor and partner relationships grounded in trust and shared values
- Articulates Utah Clean Energy's story and impact in ways that inspire deeper investment and partnership

CORE QUALIFICATIONS

While the most competitive candidates likely possess the following qualifications, we know that not every candidate may. If you have read and been inspired by this position description and candidate profile, we hope you'll apply.

- Ten or more years of progressively responsible leadership experience in nonprofit, public, or related sectors
- Proven success in organizational management, fundraising, and external relations, including experience working with or within a board of directors
- Expertise in climate and energy, including public policies that advance productive climate solutions
- Proven ability to work effectively and in a non-partisan manner, to build relationships across ideological differences, and to navigate complex political landscapes like in Utah
- Demonstrated ability to lead, inspire, and develop diverse teams toward shared goals
- Strong financial and operational acumen, with experience managing budgets and complex projects
- Success leading organizations through growth and transition
- Deep commitment to advancing equity, inclusion, and collaboration within organizational culture and external partnerships



OUR COMMITMENT TO EQUITY

Utah Clean Energy believes that inclusion and equity strengthen our mission and magnify our impact. We are committed to learning, listening, and evolving – ensuring that fairness, access, and respect are woven into all we do. We engage diverse perspectives, build trusted relationships, and design programs that reflect the needs and strengths of communities across Utah. We are an equal opportunity employer and strongly encourage applications from candidates with diverse backgrounds, experiences, and perspectives.

COMPENSATION

This is a full-time exempt position with a starting salary range projected to be \$165,00 to \$185,000. Salary considerations include relevant, demonstrated experience, budget, internal equity, and reference checks. Utah Clean Energy's benefits package includes company-paid health insurance, 403(b) retirement plan contributions, life and long-term disability insurance coverage, paid leave (vacation, sick, holiday, parental and family), paid sabbatical program, and a hybrid work environment that supports strong work-life harmony.

TIMELINE, APPLICATION & MUTUAL EXPLORATION PROCESS

The initial application deadline is December 1, 2025, though the position is open until filled. Candidates who advance in the process can anticipate the following timeline and process:

- November – Initial Screening Interviews
- Mid-December – Panel 1 Interview with the Search Committee
- Early January – Take Home Assignment
- Mid-January – Panel 2 Interview with the Search Committee
- Late January – Informal Meet-and-Greet with full Board of Directors and Staff
- February – Reference Checks, Offer, Negotiation and Acceptance
- Late March – Ideal start date

This timeline is subject to change.

Utah Clean Energy has retained Cathy Schreiber & Associates, Inc. to support this search. For questions or to explore this opportunity, please contact Cathy at catherine.j.schreiber@gmail.com.

Please submit a cover letter and resume to [Hiring Thing](#). Should you need reasonable accommodation during the application or interview process, please let us know.