



Title: Director of Sales & Business Development

Shifted Energy Equal Opportunity Statement

Equal opportunity for us is more than just words. We are currently 35% female and 60% BIPOC with goals to further increase the diversity of our company. We are also committed to company *lokahi* (unity/harmony) meaning Shifted Energy, as a company, promoting the welfare of others through donations of funds or time. Ensuring that our business and its practices enhance our community is an integral part of how our company conducts business and is therefore integrated into our work rather than an extraneous effort or activity.

About Us

Shifted Energy was born and built in Hawaii with the belief that everyone deserves to be included in the green energy movement. We are a small and passionate team that is performing well above our size. We align ourselves with concepts of *aloha* being the coordination of mind and heart within each other.

About You

Passionate about climate change and the equitable transformation of the green energy economy. You are unafraid to have difficult conversations while maintaining compassion and seeking to understand. You understand the energy space, can build and can manage programs. You are comfortable working in a startup environment, you have ideas, and want to contribute to the growth of a young company. We are not looking for a rolodex, or the perfect resume. We want someone who believes in the dream of Shifted Energy and wants to be part of something new, impactful, demanding, and fun.

The Role

This position will require some travel, some public speaking, strong communication skills, and work with a distributed team. You must be comfortable with building relationships and delivering new revenue opportunities along with managing and scaling current projects.

Finally, we are a mission-driven organization that is committed to the equitable transition of the clean energy industry. We're also a startup where the environment is constantly evolving and expanding, and we are looking for someone to grow with us.

Core Responsibilities:

- **Channel and Utility Partner Development and Strategy**
- **Project and Customer Relationship Management**
- **Proposal Support and Development**

Channel and Utility Partner Development and Strategy (60%)

- Research and characterize near- and mid-term market opportunities in the US and Canada
- Support development and execution of go-to-market and sales strategies focused on regional utilities and channel partners
- Identify and engage key stakeholders and potential customer/partners including utilities, energy program implementers, DER and DERMS providers, property managers, and distributors
- Qualify high probability leads, generate customer profiles and contact lists, and define appropriate product offering

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- Coordinate and lead business development, technical product demonstrations, and relationship building conversations
- Develop customer-specific proposals, financial models, and presentations
- Manage agreement contracting and negotiation

Proposal Support and Development (30%)

- Lead the production and delivery of proposals, qualification packages and marketing materials for RFPs and client requests
- Establish and maintain a 12-month calendar of RFP and funding opportunities with deadlines

Project and Customer Relationship Management (10%)

- Manage and grow existing client relationships across utility, program implementation, provider, and property manager spaces
- Serve as the go-to-resource and internal advocate for your customers
- Provide responsive customer support and ensure timely, well-communicated resolutions
- Escalate technical or service issues to appropriate team members
- Organize and facilitate ongoing progress meetings and conference calls
- Communicate project progress, issues, and incremental opportunities to management and clients
- Collaborate with business development and technical teams to translate customer requests and requirements into actionable product development

Basic Qualifications

- Ability to lead presentations and interact professionally with clients
- Strong listening, writing, note taking, and verbal communication skills
- Strong organizational and project management skills
- Ability to build trusting relationships and honor customer commitments
- Strong familiarity with Google G Suite and MS Office
- 5+ years working in distributed energy project management, business development, sales and/or market development

Preferred Qualifications

- 10+ years working with energy/utility customers in distributed energy project management, business development, sales and/or market development
- Familiarity with demand response and load shifting programs, markets, and technologies including familiarity with drafting RFP responses, including effectively conveying complex technical concepts in straightforward language
- Existing contact networks across the continental US, especially within the demand response / energy efficiency / customer program departments
- Demonstrated record of closing enterprise sales deals, ideally in the utility industry
- Salesforce CRM experience

Compensation & Benefits

Our entrepreneurial environment of ownership and execution offers team members the opportunity to contribute to a greater mission while growing personally and professionally. You will constantly learn as part of a culture of continuous improvement and actively contribute to making our homes and communities smarter and more sustainable.



Location: remote (US)

Salary: TBD

Options: TBD at current 409b price, earned over a 4 year vesting period

In addition to salary and employee stock options, we also offer:

- Comprehensive health coverage that includes prescription drugs, dental, and vision with your choice of Kaiser or PPA.
- Holidays include
 - Presidents Day
 - Memorial Day
 - Kamehameha Day
 - Independence Day
 - Labor Day
 - Veterans Day
 - Thanksgiving
 - Lā Kū'oko'a
 - Dec 26-30 - Christmas/New Years week off
- Flexible Time Off / Unlimited PTO
- Days of action, 2 paid days off for volunteer activities
- Stipend for Remote/Virtual work options
- Wellness stipends include monthly membership and quarterly self care

To apply send a resume to careers@shiftedenergy.com