

Job Title: Lead, Policy, Research & Development

INDEPENDENT ELECTRICITY SYSTEM OPERATOR

Job Title:	Lead, Policy, Research & Development
Requisition ID:	14840
Location:	Toronto
Temporary Assignment:	Regular

General Accountabilities:

The Lead, Policy, Research & Development will be recognized within IESO and the energy sector for their thought leadership and intellectual contributions to electricity and energy sector development and evolution. The Lead will have a leadership role in setting, driving and delivering on IESO's research and development agenda in the area of policy options and alternatives. The incumbent will lead and deliver advanced research, analysis and value added recommendations regarding the operational, structural, policy and regulatory challenges and opportunities facing IESO, Ontario's electricity sector and the broader energy sector. The work of the Lead will span the entirety of IESO's mandate. The Lead will identify and establish strategic relationships in support of this work and create opportunities to influence policy development with a wide variety of stakeholders and others. The Lead will establish and oversee and sometimes participate in working groups to develop policy alternatives and other outputs necessary to support IESO's mandate. Through their thought leadership and influence, the Lead will help to establish the IESO as a trusted source of policy advice and thought leadership on electricity system evolution.

Responsibilities:

1. Lead the development of research and analysis, policy advice and strategic plans in support of IESO's mandate and the development and modernization of Ontario's broader energy sector
2. Lead and undertake reviews of key existing and emerging policy issues with the potential to impact IESO's mandate and work
3. Lead the identification of gaps and emerging needs in Ontario's electricity and broader energy policy landscape; build buy-in across the IESO to address those gaps/needs and lead and undertake research, analysis and engagement to develop alternatives that align with IESO's strategic priorities and public policy imperatives
4. Build support for IESO perspectives and initiatives as they relate to energy policy and sector development by identifying, forming and contributing to networks of influencers (e.g. academic, non-profit, private-sector, etc.)
5. Build, refine, and maintain data, information, and quantitative models to assess the impacts of various policy alternatives, opportunities and challenges facing Ontario's electricity system from a variety of perspectives (e.g. economic, electricity system operation, environmental, social)
6. Contribute to the development of the IESO's innovation, research and development and policy work plans to support the ongoing improvement of IESO functions and improvements in Ontario's energy sector, through proactively identifying major structural, policy and regulatory challenges and opportunities in Ontario's electricity sector over 1-3 year and 3-10 year time frames
7. Grounded in research and analysis, develop innovative concepts and solutions to high profile current and future challenges that advance the state of the art in Ontario's electricity system and energy sector through
8. Developing insights leading to options and advice on innovation opportunities, (e.g. development of new IESO capabilities, and sector transformation opportunities)
9. Delivering insights, recommendations and policy advice and oversee and undertake the development of position papers such as briefing notes, white papers, research reports and other documentation to convey messages to decision-makers

10. Maintain expertise in and awareness of energy sector and economic trends, developments and emerging issues globally as they may relate to IESO's mandate, with a focus on electricity system reliability, sustainability, cost-containment, and innovation.
11. Maintain an awareness and understanding of the function of IESO-operated markets
12. Support other IESO staff with identifying, understanding and evaluating how research, emerging trends, and lessons learned from innovation investments may impact their functional areas
 - a. interactions with senior level decision makers within government, industry, and academia to facilitate collaboration, mutual understanding and decision-making
13. Develop and maintain a broad understanding of IESO's work in order to identify opportunities for sector evolution and innovation internally and externally
14. Inform electricity and energy sector policy through translating lessons learned from IESO's work and the learnings and experience of other jurisdictions
15. And other duties or responsibilities as may be assigned.

Selection Criteria:

- Advanced degree (Masters or PHD) in economics (especially with a utility or power system focus), management, engineering, public policy or related fields
- 10+ years of experience in progressive roles in power system economic analysis, energy policy, utility regulation, and/or other public policy areas
- At least 7 years of experience in policy or strategy development, options analyses and implementation of organizational priorities
- At least 4 years of experience in project management, requirements gathering and process or program design

Assets and Competencies:

- Strong leadership skills; capable of motivating a team to achieve results to a high degree of quality under tight timelines; capable of influencing a wide-variety of stakeholders
- Demonstrated thought leadership in relevant topic areas including:
 - Electricity market design and Ontario's Market Renewal Program
 - Energy, economic and environmental policy
 - Utility regulation, rate design and system cost allocation principles
 - Electricity impacts on economic development policy
 - Electricity system planning, operation and optimization
 - Generation project development and costing
 - Innovation in the electricity sector
 - Distributed energy resources (DER) and renewable energy integration
- Excellent listening skills (active listening, indicating understanding, integrating ideas as they're heard/understood)
- Very strong advanced quantitative and qualitative analysis skills (e.g. Masters/PHD level training in statistical analysis and/or economics, capable of building and running sophisticated models for economic and statistical analysis)
- Exceptional communicator and influencer capable of translating complex ideas and concepts for a wide variety of audiences
- Demonstrated willingness to (diplomatically and directly) challenge the status quo, test one's own ideas and the ideas/preconceptions of others
- Exceptional writer, with considerable experience drafting reports, white papers, presentations and briefing notes for senior audiences on complex and often technical issues with emphasis on developing new concepts and options, with brevity and persuasiveness of outputs (provide evidence of recent work)
- Strong empathy: ability to understand issues from multiple perspectives (societal, customer, utility, etc.) and to integrate a variety of perspectives in the development of ideas and options

- Demonstrated skill in influencing others to achieve objectives and ensuring on-time delivery
- In-depth theoretical and empirical knowledge of project management, innovation, and research and development
- Strong project management skills: project planning, requirements gathering, data analysis and presentation skills; ability to realize when the acquisition of additional information/analysis will result in diminishing returns towards project success
- Skilled at using logic, critical thinking and an efficient research approach to understand complex information, scenarios and reports
- Intellectual agility – capable of quickly adapting and evolving thinking and perspective on issues as new information and knowledge is acquired
- Knowledge of policy development principles and processes
- Understanding of how policy and economic principles apply to decision making in both business and government
- Able to work independently, and using a consultative approach as a member of a multidisciplinary team
- Experience with translation of policy into programs/projects
- Demonstrated awareness and knowledge of political factors that can affect and influence the direction of innovation initiatives.
- The education required to complete the responsibilities associated with the position is typically obtained through an advanced degree, such as a Master's degree.
- Requires extensive knowledge of the electricity sector from various perspectives policy, regulatory, operational, planning, etc.
- The minimum level of experience for the incumbent to perform at a satisfactory level of proficiency is 10-12 years including the period of adjustment on the job itself

What the IESO Offers:

- Competitive market wages
- Comprehensive benefit programs
- Programs and policies to support a balanced lifestyle
- A challenging fast-paced team environment
- Opportunity to work with some of the brightest people in the industry

While we appreciate your submissions, we regret that we can only contact those candidates selected for interviews.

We thank all candidates for their interest in opportunities with the IESO. Be sure to follow us on [LinkedIn](#).

The IESO is an equal opportunity employer.

Please note the successful candidate must be eligible to work in Canada and will be subject to a background check.