

**Job Title: Manager RES Operational Support****Requisition:** 81164**PSEG Company:** Public Service Electric & Gas Co.

**PSEG** operates under a Flexible Work Model where flexible work is offered when job requirements allow. In support of this model, roles have been categorized into one of four work location categories:

Onsite are roles that have specific onsite requirements and are typically onsite daily.

Hybrid fixed are roles that are a blend of onsite work/in-person interactions with some ability to work remotely and require employees to live within a commutable distance and be onsite fixed days each week.

Hybrid flexible are roles that can be performed remotely but require some level of onsite work/in-person interactions on a regular basis, require employees to live within a commutable distance and, since business needs vary by position and may change over time, managers will set expectations and flexibility regarding where and when work is performed.

Fully remote are roles that can be performed remotely, require employees to live in approved states and will have purpose-driven in-person interactions on occasion.

We want you to be healthy, balanced, and feel secure. That's why you'll enjoy a comprehensive range of benefits, with a focus on supporting your whole health. Starting on day one of your employment, you'll be offered several health-related benefits including medical, vision, dental, well-being and behavioral health programs. We also offer a retirement program, 401(k) with company match, company paid life insurance, tuition reimbursement and a minimum of 18 days of paid time off per year (including vacation, scheduled holidays, and floating holidays).

PSEG offers a unique experience to our more than 12,000 employees – we provide the resources and opportunities for career development that come with being a Fortune 500 company, as well as the attention, camaraderie, and care for one another you might typically associate with a small business. Our focus on combatting climate change through clean energy technology, our new net zero climate vision for 2030 and enhanced commitment to diversity, equity, and inclusion; and supporting the communities we serve make this a particularly exciting time to join PSEG.

**Job Summary**

This position will lead the development and implementation of all customer-facing and vendor facing elements in support of PSE&G's RES business solutions systems, including the CEF EE \$1B program by delivering a 3-year, \$33M portfolio of Energy Efficiency Information Systems and functionality. This position will also oversee modifications and development of new systems for Solar, Electric vehicles and Energy Storage and maintain a roadmap for EE, ES, EV customer/vendor-facing technologies, and manage a multi-million dollar annual portfolio tied to that roadmap. This position supports Renewal Energy Solution's program delivery through a combination of internal and external resources to deliver the business functionality. This position provides analytical and program implementation support for these programs. This includes working with third party vendors to deliver programs to market; the development, preparation and analysis of operational reports; development of procedures/process improvements; technical support and expertise to process owners. Lead program development strategy process by assessing other detailed offerings of related programs so that they can be incorporated into the business plan, through development and launch; and subsequent enhancements and offerings. Collaborates with other functional groups

throughout the Company to ensure program offerings are delivered to market according to specifications and approved Company policies and procedures. Support the development, maintenance, data collection, analysis and preparation for weekly and monthly operational reports. Develop and maintain databases to support program operations. This position will play a leadership role in the development, recommendation and implementation of new procedures/process improvements, often via cross-functional teams. Drive efficiency and process improvement, utilizing leadership skills, data analysis and strong understanding of the business strategies.

### **Job Responsibilities**

- Lead the development and implementation of all customer-facing and vendor facing elements in support of PSE&G's RES business solutions systems, including the CEF EE \$1B program by delivering a 3-year, \$33M portfolio of Energy Efficiency Information Systems and functionality. This position will also oversee modifications and development of new systems for Solar, Electric vehicles and Energy Storage and maintain a roadmap for EE, ES, EV customer/vendor-facing technologies, and manage a multi-million dollar annual portfolio tied to that roadmap.
- Work with third party vendors to deliver programs to market; the development, preparation and analysis of operational reports; development of procedures/process improvements; technical support and expertise to process owners.
- Support the development, maintenance, data collection, analysis and preparation for weekly and monthly operational reports.
- Collaborates with other functional groups throughout the Company to ensure program offerings are delivered to market according to specifications and approved Company policies and procedures.
- Lead/supervise team of direct reports by creating and fostering a culture of integrity, diversity, teamwork, comfort speaking up, safety and wellness. Evaluate performance, perform career development, coaching and counseling. Drive efficiency and process improvement, utilizing leadership skills, data analysis and strong understanding of the business strategies.

### **Job Specific Qualifications**

#### Required

- Bachelor's Degree
- 10 + years of IT and system implementation experience or equivalent experience
- Operational decision making skills, strong analytical ability, strong problem solving skills, strong written and verbal communication skill
- Demonstrated strong MS Access, Excel, PowerPoint and PC skills
- Experience in database management
- Experience in Agile programming methodology and prior experience being a Scrum Master
- Strong organizational skills
- Ability to multi task and maintain high performance during periods of change and drive high standards for individual, team and organizational performance.
- Excellent teamwork, facilitation, and negotiation skills.

- Advanced interpersonal skills, communications skills, and presentation skills; demonstrated ability to present and discuss complex information in a way that establishes rapport, persuades others, and gains understanding and approval.
- Ability to develop solid working relationships with peers and individuals in other areas by understanding their perspectives and issues.
- Ability to lead through influence.
- Demonstrated judgment and decision making capabilities.
- Ability to foster and develop a positive team environment.
- Manage self – awareness, demonstrate ethics and integrity and align performance for success and build organizational talent.

#### Desired

- Familiarity with benchmarks and scorecards and ability to tenaciously work to establish and exceed stretch goals by maintaining high energy level, momentum and sense of urgency.
- Certifications:
  - Scrum Master
  - Agile Management
  - CMMI
  - PMP
  - Green Belt

#### **Minimum Years of Experience**

10 years of experience

#### **Education**

Bachelor's

#### **Disclaimer**

Certain positions at the Company may require you to have access to Part 810-Controlled Information. Under the law, the Company is limited in who it can share this information with and in certain circumstances it is necessary to obtain specific authorization before the Company can share this information. Accordingly, if the position does require access to this information, you must complete a 10 CFR Part 810 Export Control Compliance Nationality Request Form, a copy of which will be provided to you by Talent Acquisition if an offer is made. If there is a need for specific authorization, due to the time it takes to obtain authorization from the government, we will likely not be able to further proceed with an offer.

If you are a current PSEG employee and if you are offered an opportunity with PSEG Long Island, you will be treated as a new hire. Please note that as a new hire to the Long Island subsidiary, your benefits will change and generally will be consistent with other similarly situated PSEG Long Island new hires. Similarly, for PSEG Long Island employees who accept job opportunities with PSEG or any of its subsidiaries (other than PSEG

Long Island), their benefits would change and generally be consistent with other similarly situated new hires of that company.

As an employee of PSE&G or PSEG LI, you should be aware that during storm restoration efforts, you may be required to perform functions outside of your routine duties and on a schedule that may be different from normal operations.

For all roles, PSEG's drug and alcohol testing program includes pre-employment testing, testing for cause, and post-incident/accident testing. For employees in federally regulated roles (including positions covered by USDOT, PHMSA, or NRC regulations), this also includes random testing. Although numerous states throughout the country have legalized marijuana/cannabis products recreationally and/or medically, it is prohibited for employees in federally regulated roles. Employees who are hired or transfer into a federally regulated role are subject to drug and alcohol testing, inclusive of marijuana. Please note that the use of CBD products may result in a positive drug test for THC/Marijuana and such use is not a legitimate medical explanation for such a positive result.

PSEG is an equal opportunity employer, dedicated to a policy of non-discrimination in employment, including the hiring process, based on any legally protected characteristic. Legally protected characteristics include race, color, religion, national origin, sex, age, marital status, sexual orientation, disability or veteran status or any other characteristic protected by federal, state, or local law in locations where PSEG employs individuals.

PSEG is committed to providing reasonable accommodations to individuals with disabilities. If you have a disability and need assistance applying for a position, please call 973-430-3845 or email [accommodations@pseg.com](mailto:accommodations@pseg.com).

If you need to request a reasonable accommodation to perform the essential functions of the job, email [accommodations@pseg.com](mailto:accommodations@pseg.com). Any information provided regarding a disability will be kept strictly confidential and will not be shared with anyone involved in making a hiring decision.

**ADDITIONAL EEO/AA INFORMATION** *(Click link below)*

[Know your Rights: Workplace Discrimination is Illegal](#)

[Pay Transparency Nondiscrimination Provision](#)