

**Job Title: Program Manager****Requisition:** 81030**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**

Energy Efficiency is one of the fastest growing businesses in the country. Due to recent NJ legislation, NJ utilities are being held accountable to reach challenging energy efficient targets. PSE&G has also taken a leading role in the state's EV transition promoting the development of EV charging infrastructure across New Jersey. As such this position will be responsible for driving customer & contractor engagement in our energy efficiency and electric vehicle programs through sales and communication to meet program goals for enrollments and customer engagement.

The program manager will be tasked with leading collaboration efforts among our program management team, implementation contractors, and key internal and external stakeholders to develop and implement a strategy that uses consultative sales to identify customer needs, challenges and goals and then develops customer-centric solutions. Ensure program sales strategy is in compliance with legal and regulatory requirements and are aligned and consistent with PSEG's corporate strategy. Will work in coordination with, but not limited to, Corporate Communications, Business Customer Solutions, State Governmental Affairs (SGA), and Procurement.

## **Job Responsibilities**

- Develop and lead the team of salespeople who are focused on partnering with customers, working consultatively to understand their needs, challenges and goals, and problem solving to develop solutions to achieve them in coordination with internal teams as well as implementation contractors.
- Develop and maintain sales team performance across the full sales lifecycle for energy efficiency and electric vehicle programs
- Develop and monitor key performance indicators to drive program enrollment & customer engagement.
- Lead process improvement initiatives to foster a culture of continuous improvement
- 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 for at least 5 direct reports.

## **Job Specific Qualifications**

Required:

- Bachelor's degree
- At least 8 years of combined experiences in the areas of program management, communications, sales, or customer operations
- At least 2 years of leading a team or leadership through projects, programs or vendor relationships
- Knowledge of Contract Management compliance
- Demonstrated experience in effective problem-solving and decision-making skills, strong planning and organizing skills, must be adaptable and be result-oriented.
- Demonstrated process development / improvement and project management skills.
- Demonstrated clear and concise writing and verbal communication skills.
- Demonstrated internal consulting skills; presentation skills.
- Experience with MS Word, MS Excel, MS PowerPoint, SharePoint and Visio.
- Must possess a valid U.S. driver's license and maintain a safe driving record.

Desired:

- Knowledge of Commercial and Industrial systems, Energy Efficiency work practices and training
- Knowledge of EV adoption strategies
- Current PSE&G Six Sigma Black or Green Belt Candidate.

- Track record of managing complex multi-disciplined teams and projects.
- Advanced Degree

### **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](#)