

Job Title: Senior Director Workforce Development & Operation Services

Requisition: 81162

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

The Clean Energy Solutions department is responsible for the Clean Energy Future Program, which includes Energy Efficiency, Electric Vehicle, Energy Storage and Solar. Investment and budget will be approximately \$450 million dollars annually. The CEF programs are critical to the corporation in meeting its financial targets and ESG strategy and is a key area of focus for the NJ Governor. This position is responsible for overall support.

Position develops and maintains critical business partnerships with all areas of PSE&G, Human Resources, Legal, External Affairs, Procurement, Corporate Communications, and Risk. Additionally, coordinates and maintains CES's external organization service levels in support of successful project execution and oversight. Responsibilities include the development and reaching agreement of Shared goals that are critical to RES department meeting its corporate objectives.

Functions within CES Operation Services, that will be managed for the entire department, include: CES Audit and SOX controls, Continuous Improvement, Business Solutions and Technology, Outreach Management

including oversight of all Marketing activity. EM&V/Strategy coordination, and QA/QC & Performance Measurement. These support functions are for CEF-EE, EV, ES and Solar.

In addition, this position provides leadership, strategic direction, and support for the planning and the operations of PSE&G's Clean Energy Jobs Program and to develop and track a MWVBE mentoring program. This position has extensive responsibilities outside of PSE&G which includes managing external program stakeholders from Federal, State and Local officials, community partners, and our RES suppliers. This position requires effective skills in the broad political and regulatory arenas within which the Company operates and is a leader who is thoughtful and diplomatic in difficult forums. This leader is connected to the Company's internal and external customers and is able to understand and empathize with a variety of constituencies. As part of the job's Program, this position will establish and oversee the recruiting and pre-job placement of over 2,000 external candidates into the program. This position will represent PSE&G on NJ's Workforce Development committee that has been formed by the BPU to oversee and guide the workforce plan for the state of NJ as well as ensure equity treatment of customers, diverse suppliers with respect to CEF/EE programs.

Accountable that CES Department is in alignment with PSEG Corporate policy initiatives. Establish goals and implement operational plans consistent with the strategic plan of CES, in coordination with overall PSEG Corporate philosophy which encourages continuous process improvement. Responsible for the effective coordination between departments and the development of performance scorecards.

Job Responsibilities

Provide executive leadership and direction for CES Operation Services which include: CES Audit and SOX controls, Continuous Improvement, Business Solutions and Technology, Outreach Management including oversight of all marketing activity. EM&V, QA/QC & Performance Measurement. These support functions are for CEF-EE, EV, ES and Solar. Establish goals and implement operational plans for these departments consistent with the strategic plan of RES.

Provide executive leadership, strategic direction, and support for the planning and the operations of PSE&G's Clean Energy Jobs Program and to develop and track a MWVBE mentoring program. This position has extensive responsibilities outside of PSE&G which includes managing external program stakeholders from Federal, State and Local officials, community partners, and our suppliers. Also as part of the job's Program, this position will establish and oversee the recruiting and pre-job placement of over 2,000 external candidates. Represent PSE&G on NJ's Workforce Development committee that is being formed by the BPU to oversee and guide the workforce developed plan for the state of NJ related to Energy Efficiency programs.

Provide executive leadership and direction and be the primary point of contact for CES IT support and IT project delivery.

Provide organizational leadership to create a workplace that is conducive to positive behaviors and supportive of diversity and inclusion. Create and implement a high performance culture focused on customer satisfaction, employee engagement, a positive team environment.

Role will focus on health and safety to achieve top decile with a specific focus on contractor safety.

Job Specific Qualifications

Job Requirements:

- Bachelor's Degree and 15 plus years' of progressive utility experience with a focus on managing multiple initiatives and teams across departments.
- Demonstrated strong business results in leadership and management within the energy or utility industry

- Demonstrated leadership ability, demonstrated high level management skills in coaching and development of business skills
- Demonstrated operational decision making skills, strong analytical ability and strong problem solving skills
- Demonstrated ability to develop and implement process enhancements and efficiencies including new technologies, demonstrated business acumen and clear understanding of regulatory requirements and utility finance.
- 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 at all levels of the organization and with all external stakeholders.
- Demonstrated ability to embrace competing priorities and maintain high performance during periods of change and drive high standards for individual, team and organizational performance
- Demonstrated ability to develop solid working relationships with peers and individuals in other areas by understanding their perspectives and issues
- Demonstrated ability to create and implement a high performance culture focused on customer satisfaction, employee engagement, a positive team environment

Minimum Years of Experience

15 years of experience

Education

Bachelors

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.

If you need to request a reasonable accommodation to perform the essential functions of the job, email 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](#)