

Director of Research & Programs
Full Time, Remote

About the Renewable Energy Wildlife Institute (REWI)

REWI is an independent, nonprofit science organization comprising leaders in the renewable energy industry, science and conservation organizations, and wildlife management agencies who collaborate on a shared mission: Through science and collaboration, accelerate responsible deployment of renewable energy to mitigate climate change and protect wildlife and ecosystems. REWI works closely with over 40 renewable industry and conservation partners and many other advisors to build scientific research, strategies and tools, and best practices for responsible renewable energy siting and operations. Collaboration and sound science are fundamental to REWI's work, with the efforts of our small, energetic team multiplied by the insight, support, and oversight of our Board, Committees, task forces, project partners, reviewers, and contractors.

REWI prioritizes a strategic and nimble approach, which allows us to remain a leader in developing solutions to pave the way for a sustainable, clean energy future where renewable energy and wildlife can both thrive. All team members engage in a variety of programs, projects, and activities with a fundamental belief in our mission and dedication to our work.

REWI has a number of programmatic areas: [Solar](#), [Wind](#), [Information Management](#), and the Renewable Energy Wildlife Research Fund ([REWRF](#)), an industry-led initiative that advances scientific research on solutions to mitigate solar and wind-wildlife impacts as accelerating renewable energy meets clean energy demand. Housed in and administered by REWI, the Research Fund supports independent, peer-reviewed research.

Position Summary

The Director of Research & Programs (Director) oversees the direction and activities of REWI's strategy and project/business development across all programs and supports program and project-specific activities as necessary based on expertise, staffing capacity, and other needs. The Director helps to lead organization-wide strategic planning, in close coordination with the Executive Director and the Director of Operations. The Director supervises senior-level programmatic staff and manages relationships with external contractors and stakeholders.

As a member of the Executive Team, this role will also work closely with the Outreach & Engagement and Communications staff to steward and expand the organization's brand and reputation. The Director reports to the Executive Director.

Key Responsibilities

This list covers the key responsibilities of this position and should not be considered a comprehensive listing of every activity or responsibility of the position. Activities and responsibilities may change, or new ones may be assigned.

Vision Setting, Thought Leadership, and Long-Term & Annual Planning

- Steward and build upon the overall Research Program vision and strategy with a goal to ensure REWI remains a US-focused and internationally recognized institute providing independent thought leadership and results to achieve our mission.
- Lead the development of the annual research program work plan and budget and provide strategic input on other aspects of the organization's work plan and budget.
- Oversee programmatic guidance and strategy documents, such as program strategies, research plans, and white papers, including:
 - Ensuring existing documents remain up to date or are retired as relevant.
 - Identifying the need for new documents and developing a strategy for production.
- Steward and promote REWI's work to serve as a scientific voice and leader in the national dialogue related to REWI's mission, including:
 - Informing and participating in relevant national, regional, and other collaborative efforts.
 - Presenting at relevant meetings and conferences.
 - Writing and publishing thought leadership pieces and other relevant content.
- Maintain and continuously improve REWI's approach to engaging with external stakeholders in the scientific and related communities to further strategic goals, including:
 - Overseeing the strategy for engaging with the REWI Science Advisors.
 - Assessing the need for and developing strategies to build and maintain standing collaborations to inform REWI's research priorities and programmatic activities.
 - Assessing REWI engagement with projects, collaborations, task forces, committees, and other efforts led by other groups.
- Ensure technical support and management of the REWRF, including:
 - Ensuring the REWRF projects continue to align with REWI's research program priorities, guidelines, and criteria.
 - Ensuring REWI continues to provide top-tier scientific oversight, input, and review for all REWRF-supported research.
 - Supporting senior scientists in providing expertise, input, and thought leadership as requested by leaders of the REWRF.

Organizational Governance & Leadership

- Serve on REWI's Executive Team, collaborating to make organization-wide decisions such as those related to structure, staffing, and strategic priorities.
- Serve as a primary point of contact for the Board's Research Committee, coordinating with staff to ensure thoughtful, well-coordinated, meaningful, and fully integrated engagement with other Board Committees and the Board.
- Coordinate with the REWI Executive Team to plan for engagement with the Board of Directors.

Program Oversight and Management

- Oversee Program Leads/Senior Scientists who plan and execute REWI's research program activities and the scientific components of REWI's outreach and engagement program activities, including:
 - Assigning project managers to all research projects and initiatives.
 - Assigning research program staff to engage in research and outreach & engagement activities to meet the needs of the activity.
 - Maintaining visibility into all activities to ensure progress is being made, course correct if needed, and provide advice, input, and review to ensure success.

- Define, develop, and implement plans to create new research program activities that align with and help achieve REWI's research program and organizational goals.
- Serve as decision maker on key research program activity decisions, helping to mediate disagreements among staff to define a clear path forward that all can support.
- As needed, support day-to-day work of research program, outreach & engagement, and communications activities such as drafting and reviewing content, providing input on agendas and speaker selection, and facilitating webinars.

Project Development and Fundraising

- Collaborate with the research team and Executive Director to raise funding for all aspects of REWI's operations and programmatic work.
- Lead the development of and support the research program's strategic priorities and specific activities to inform siting, permitting, and renewable operations decisions, demonstrate the value of REWI's results to address renewables and wildlife challenges, and ensure sustainable funding streams.
- Identify, develop, and oversee fundraising efforts for new potential funding sources.

Staff Management

- In coordination with the REWI Executive Team, determine the management structure for staff members of the research team.
- Supervise Research Program Senior Scientists and other designated staff, including:
 - Conducting performance reviews.
 - Providing ongoing advice and mentorship.
 - Celebrating successes and providing continuous feedback and input to support professional growth.
 - Providing support on work assignments, prioritization of activities, and bandwidth management.
 - As desired, coordinating and facilitating meetings of the research staff.
 - Helping navigate interpersonal challenges, soliciting support from HR if necessary.

Specific Expertise Desired for the Position

- Ph.D. degree in ecology, wildlife biology, or related field strongly preferred; Master's degree with 15+ years' experience considered
- 15+ years of experience developing and leading scientific research programs applicable to public policy and management decisions with government, academic, NGO, or similar organization
- 5+ years of successful experience in a leadership role with demonstrated mentorship of scientific research staff
- Record of publications in recognized peer-reviewed journals
- Expert knowledge of renewable energy, wildlife, and ecosystems interactions
- Expertise in study design and analysis
- Excellent ability to interpret and clearly communicate (in writing and orally) scientific information for technical and general audiences
- Ability to think strategically and develop and implement strategic plans at the programmatic and organizational level

Location, Compensation, and Benefits

- This position is fully remote and requires a home office with a reliable internet connection.

- Candidates must be based and be authorized to work in the United States
- Salary is commensurate with the experience and skills; the base salary range for this position begins at \$160,000.
- REWI offers a generous, comprehensive benefits package, including medical, dental, disability, and life insurance (with REWI currently covering 100% of costs for employees), flexible spending account, retirement plan and match, cell phone and internet reimbursement, professional development support, and paid time off (including federal holidays, 15 days of vacation, 3 personal days, and 10 days of sick leave).

Applications

CEA Consulting is honored to be partnering with REWI on this search. Please submit a cover letter, resume, and salary expectations [here](#). Only complete applications will be considered.

Applications received before August 31st, 2023 will be given priority; later submissions will be reviewed as needed until the position is filled. No phone or written inquiries, please. Questions may be directed to Eileen Ashton, Search Lead at eileen@ceaconsulting.com

REWI is proud to be an Equal Opportunity Employer (EOE). We strive to increase diversity, equity, and inclusion (DEI) in all elements of our work and with our partners. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. We are committed to a policy of non-discrimination, inclusion, and equal opportunity and actively seek a diverse pool of candidates in this search.