Position and Candidate Specification
Director of NEETRAC

About the Organization

NEETRAC, short for National Electric Energy Testing, Research and Applications Center, is a self-supporting, membership-based center within the School of Electrical and Computer Engineering of Georgia Tech. The center is uniquely positioned to provide a wide array of analytical, engineering, research and testing services to help improve electric grid reliability and efficiency. NEETRAC has extensive electrical and mechanical research and testing facilities located just south of Atlanta, near the Hartsfield-Jackson Atlanta International Airport and also offer high power testing at the NEETRAC Nicholas J. Conrad Laboratory (NJCL) in Chicago, IL.

NEETRAC’s focus is Electric Energy Delivery. Member driven, NEETRAC helps solve electric utility industry problems associated with the complex task of transmitting and distributing electricity to homes, businesses and industry.

The field of electric energy is faced with changing regulations, emerging technologies, and the approaching integration of utility services. As these changes take place, electric utilities, equipment manufacturers, and related industries are faced with imperatives to allocate resources cost-effectively, to develop and deploy new technologies, and to recruit and retain educated talent to lead them through these changes.

NEETRAC is uniquely positioned to provide a wide array of analytical, engineering, research and testing support and works with its Members and the significant technological resources of Georgia Tech on both collaborative and proprietary projects. More at http://neetrac.gatech.edu.

NEETRAC is not an academic center but a non-profit, member funded business with an annual budget of $6 Million and a staff of about 35 professionals.

The NEETRAC membership consists of close to 40 leading electric utilities and T&D equipment manufacturers. http://neetrac.gatech.edu/currentmem.html
Position Summary

The Director of NEETRAC develops, provides and drives the implementation of the center’s STRATEGIC VISION in close collaboration with membership, GA Tech and the management and technical teams.

The current Director of NEETRAC has communicated his intent to retire by the end of 2019 and the new Director of NEETRAC will be responsible for managing an independent, member-funded non-profit center of GA Tech.

The Director is fully responsible for NEETRAC operations within the framework provided by GA Tech which includes functions such as payroll, legal, contracting, and HR. She or he is responsible to set the strategic priorities for the organization with input from membership and the leadership team in an evolving business environment for the electrical utility industry. The Director is further responsible for the programs, structures and processes internal to NEETRAC including but not limited to employee health and safety, training, hiring and quality management.

Member recruitment and retention as well as constant attention to evolving members’ needs and priorities are a key responsibility for the Director. The successful candidate will also be able to achieve business objectives while providing the highly technical team with a freedom to operate.

Managing a non-profit, the Director will have the financial acumen to operate with a balanced budget. Working with the membership and the NEETRAC team, she or he will be able to secure projects that meet the members’ needs and can be resourced within the organization. Projects originate as baseline projects for the benefit of the collective membership as well as direct placed projects for individual members or groups of members.

With these mandates comes the responsibility for facilities, development, maintenance and operations funding in a not for profit environment.

Key Relationships

Reports To: Magnus Egerstedt, Chair of the Georgia Tech School of Electrical and Computer Engineering

Direct Reports: 5 Section Leaders and, currently, 4 staff positions

Other Key Relationships: NEETRAC Advisory and Management Boards
Key Responsibilities

- Drive continued operational excellence in a budget driven non-profit environment.
- Own all factors of the financial health of the organization.
- Successfully collaborate with the utility and manufacturer membership and NEETRAC leadership team.
- Retain and acquire existing and new members and fully understand their immediate needs and those to be anticipated for the future.
- Lead day-to-day project management of the NEETRAC organization, driving for efficiency and excellence.
- Uphold an excellent safety record with continued consideration for employee health and safety.
- Continue to drive NEETRAC’s reputation as the premier technical organization in electric transmission and distribution.
- Lead by example, motivate and develop team members to continuously ascend to their maximum potential.

Desired Outcomes

- Keep NEETRAC on the forefront of a changing T&D sector of the electric utility industry while maintaining critical value proposition for the members.
- Evolve the NEETRAC strategy and capabilities for the future.
- Provide maximum value for every member dollar invested in NEETRAC.
- Maintain the excellent reputation of NEETRAC as an unbiased and impartial third party in forensic, root and systemic issues encountered in the industry.
- Continue to foster NEETRAC’s standing in the field of industry codes, standards and specifications.
- Accelerate projects and deliverables with a customer-focused culture.

Ideal Experience

- Engineering background in electricity transmission and / or distribution. A bachelor of science or master of science in a related engineering or technical discipline is required.
- 10 years of management experience in a technical context.
- Relevant experience in the electric utility industry, electric services industry or with a T&D equipment manufacturer or a combination thereof.
- Experience with electric asset management a plus.
- Additional qualifications in business administration and experience in budget / profit & loss management preferred.

Critical Leadership Capabilities

- Ability to communicate with academia, utilities, manufacturers and staff alike.
• Understand the factors driving utility and manufacturer members.
• Ability to lead a diverse team of PhDs, Engineers, researchers, project managers etc. and operate at a high technical and professional level.
• Know when to deploy funds for research and when to hold back.
• Team player with a balanced approach to direction vs. direct involvement.

**Additional Personal Attributes**

• Integrity - Adheres to the highest standards of personal and professional integrity.
• Courageous, confident with ego in balance - decisive, yet inclusive. Has the confidence to engage others and challenge and defend positions in a respectful way. Confident enough not to care who gets the credit.
• Dynamic - A high level of energy and enthusiasm for his/her work and inspires and motivates others to higher levels of performance.
• Engaged, persuasive communicator - Actively listens, verifies understanding, and uses language and tone appropriate for the audience.
• Innovative - Proactively generates creative solutions; open to different approaches to resolve issues.

Excellent communication skills. The ideal candidate requires superior interpersonal and communication skills to communicate effectively with both internal and external customers.

**How to apply**

The search committee for the next Director of NEETRAC includes stakeholders from staff, membership (utilities and manufacturers) as well as academia.

The deadline for applications is August 9, 2019.

Please send applications, including your resume, letter of motivation and additional information you deem pertinent to the attention of:

Axel Schlumberger, chair of the search committee: axel.schlumberger@southwire.com, Phone +1 470 774 8136

and/or

Laquita Wright, member of the search committee: laquita.wright@neetrac.gatech.edu, Phone +1 404 675 1877

Selected candidates will be invited to interview with the search committee in late August / early September 2019.
Shortlisted candidates will be invited to NEETRAC and GA Tech in Atlanta in early October 2019 to meet with members of the search committee, Magnus Egerstedt, Chair of the Georgia Tech School of Electrical and Computer Engineering and hiring manager as well as NEETRAC staff and management at the NEETRAC location in southern metro Atlanta.

An offer will be made subsequently to the successful candidate.

Please direct any questions to Axel Schlumberger at Southwire Company or Laquita Wright at NEETRAC (info above).