



Vice President of Operations Position Description

Aegis Renewable Energy is a leading provider of solar power clean energy solutions to commercial, industrial, and community-based customers investing in a more sustainable future. Due to an exciting new strategic partnership and access to new growth capital, we are experiencing rapid growth in all sectors of our business. We seek to expand our team with inspired and talented individuals who share our passion for harvesting the clean and renewable power of the sun.

Location

Waitsfield, Vermont

Classification

This is a Salaried, Full-time, Exempt position.

Position Summary

The VP of Operations leads Aegis' EPC project management, construction operations, and external subcontractor teams with the goal of providing exceptional customer satisfaction, achieving project profitability targets, nurturing a talented and motivated organization, and expanding Aegis's capacity to meet rapidly growing customer demand. A critical aspect of this position is developing streamlined operational processes and systems that enable efficient, safe, and reliable project outcomes, high quality engineering and construction results, and the capacity to expand the business profitably.

Reporting & Other Key Relationships

This position reports directly to Aegis' CEO and plays a key role on Aegis' executive leadership team developing corporate strategy, expanding operational and organizational capacity, deepening customer relationships, and developing best in class operational systems & processes. The person in this role works closely with our project development professionals as Aegis projects move into the EPC phase, and with our Director of Operations & Maintenance (O&M) to ensure seamless customer transitions into successful customer service engagements. This position also collaborates closely with Aegis' accounting staff to ensure accuracy in project accounting and achievement of project profitability targets.

Responsibilities

All Aegis employees are responsible for collaborating as a team to contribute to the overall success of our business while advancing our culture of mutual respect, inclusiveness, continuous improvement, and personal well-being. Working together with fellow team members, the person performing this job will be primarily responsible for the following functions:



EPC Project Management

- RFP/RFI response (supporting role)
- Customer engagement and satisfaction
- Customer retention and generation of follow-on projects
- EPC and subcontractor contract review
- Project scheduling and management
- Solar system design, engineering, and specification
- Component procurement and supply chain management
- Subcontractor/vendor negotiations and management
- Employee, subcontractor, and customer safety
- Project closeout and seamless hand-off to O&M

Financial Management

- Department budgeting, forecasting, and management
- Achievement of profitability targets of a portfolio of commercial-scale EPC solar projects
- Project estimating, budgeting, and forecasting
- Disciplined change order management and customer approvals
- Project financial management (incl weekly tracking and reporting – budgets vs actual/forecast)
- Project cash flow forecasting (timing of forecast revenues and expenses)

Corporate Leadership

- Maintenance of a strong corporate culture based on mutual respect, understanding, communication, professionalism, problem solving, and a passion for success
- Company-wide strategy setting and execution (key contributor)
- Ongoing evaluation of company markets, products, and service offerings
- Continuous company organization development and employee support
- Regular review of key performance indicators (KPIs) and follow-on corrective actions

Team Management & Development

- Lead, manage, and coordinate the project management, construction, engineering, and procurement groups
- Department planning and organizational development
- Team member recruiting, mentoring, training, development, and support
- Career guidance and coaching

Process & Systems Development

- Cross-company process and systems development
- Contribute to the evaluation and implementation of enterprise systems (e.g. construction/project management software, ERP, CRM, etc.)



- Continuous improvement of operational processes and systems that are efficient, scalable, and flexible to adjust to business demands as they evolve

Qualifications

Experience & Education

- Seasoned renewable energy leader with expertise in commercial-scale solar project engineering, procurement, construction, project management, and financial management
- Bachelor's degree
- Strong project management training and expertise, and a successful track-record in the field

Required Skills, Knowledge & Competencies

The following skills are required of the person acting in this position:

- Minimum of six years of commercial solar EPC project management experience
- Minimum of three years of commercial solar EPC leadership experience (manager of project managers) experience
- Experience leading a construction organization of at least ten employees
- Extensive experience managing outsourced vendors and subcontractors

Key Attributes for Success

- Exceptionally strong collaborative leadership experience with teams of construction-related personnel and subcontractors, and with other members of an executive team
- Skilled in developing productive working relationships with customer teams based on competency, mutual trust, and effective communication
- Intimate knowledge of the critical factors and disciplines necessary for success in project management
- Strong process and system development competencies

Beneficial Qualifications

The following qualifications are beneficial to high performance in this position, but are not required:

- Solar sales and account development
- Solar operations, maintenance, and service
- Background in environmental/wetland science or engineering
- Solar project development, land/construction permitting, etc.
- Solar project economics, finance, tax credits, asset management, etc.
- Solar EPC contract writing and review



Working Conditions

The work environment characteristics described here are representative of those an employee may encounter while performing the essential functions of this job.

- While Aegis is committed to a flexible and accommodating working environment for all its employees, this position requires daily presence in our offices in Waitsfield, Vermont
- Available to travel to project sites (for day trips) within Vermont, and occasionally (for up to 2-3 days) throughout New England.
- Ability to prioritize activities and thrive in a professional, dynamic, deadline-oriented office environment.

Compensation & Benefits

Aegis places a very high value on the talents, passions, and collaborative teamwork of all members of our company. Base pay is market competitive and commensurate with experience and qualifications. Aegis offers a generous employee benefit package that includes employer-paid medical, dental, and vision insurance, paid time off, and a Simple IRA plan with matching employer contributions.

More About Aegis

As a full-service renewable energy system EPC (Engineering, Procurement, and Construction) company, Aegis develops, designs, installs, and maintains clean energy systems throughout the northeastern United States. Since its founding in 2011, Aegis has become one of the most respected solar EPC companies in New England.

With its main offices in Waitsfield, Vermont, Aegis currently employs approximately twenty people. Aegis has recently joined a strategic partnership now composed of three solar companies that offers greater access to growth capital, collaborative project resources, and expanded market opportunities, while maintaining Aegis' local leadership, strong brand, and tight-knit culture.

Aegis Renewable Energy is devoted to the values of diversity and equal opportunity in all areas of our business. We are an equal opportunity employer and are committed to providing employees with a work environment free of discrimination and harassment. All qualified applicants will receive consideration for employment and advancement within our company without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status, or any other characteristic protected by law.

Learn more at www.Aegis-RE.com.

Interested candidates are invited to submit a resume to Sonia Behn @ SBehn@Aegis-RE.com