



Head of US Consulting Services (US Only)

Solas Energy (www.solasenergy.com) provides commercial advisory consulting services to the renewable energy industry. Our US and Canadian offices specialize in project development and project management consulting services, climate change policy analysis, and asset acquisition/divestiture services for utility-scale wind, solar power, and energy storage projects. With experience in renewable energy and climate change dating to the late 1990s, Solas Energy provides consulting on various projects in the US and Canada to utilities, developers, contractors, and equipment manufacturers. Solas Energy has two offices – US and Canada. These companies are operated separately.

Position Overview and Job Description

Purpose of Position

The Head of US Consulting Services will lead the Consulting Department for Solas Energy – US only. The employee will have profit and loss (P&L) responsibility for the US consulting department, will oversee the execution of all US-directed consulting projects, and will be responsible for developing and supervising all personnel within the US Consulting Department. The Head of US Consulting Services will also support the development and execution of Solas Energy's US 5-year growth strategy for the US.

Main Job Tasks and Responsibilities

- Oversee, direct, and support all US consulting work by the US consulting team. This includes the technical areas of:
 - Interconnection
 - Permitting and environmental
 - Land
 - Resource
 - Stakeholder consultation
 - Off-take and markets
 - Due diligence and acquisitions
- Manage the scope, schedule, budget, and quality of US client consulting contracts.
- Serve as the primary client manager for US contracted consulting and due diligence work; maintain contact with US key clients and US customers.
- Support business development activities to develop new key clients and customers for US and Canadian offices.
- Coordinate with Solas Energy Canada for client and project definition between Solas Energy US and Solas Energy Canada.
- Facilitate potential cross-selling opportunities between Solas Energy US and Solas Energy Canada.
- Support Solas Energy Canada's hydrogen and ESG-related business lines
- Manage P&L for US due diligence and US consulting services.
- Develop US revenue targets, US annual budgets, and Canadian and US strategic goals, and monitor US performance under those budgets and goals for the US Consulting Department.
- Facilitate strategic growth within the US Consulting Department; conduct business development to achieve growth goals for US and Canadian offices.

- Oversee and manage the US personnel and US subcontractors assigned to the US Consulting Department and Due Diligence Services Group, including staff support, career development, and management.
- Establish US client project consulting budgets and review and approve US invoicing activities.
- Coordinate the preparation and regular updates of project execution plans for US clients.
- Coordinate with Solas Energy Canada for the utilization of personnel and resources across regions
- Identify appropriate US subcontractors to provide support as needed.
- Oversee standardization of US company processes and procedures to create or increase efficiencies across Solas Energy's US Consulting Department.
- Identify key resources and skills needed to support US organizational growth.
- Maintain indirect responsibility for the work product of all US project team members.
- Carry out supervisory responsibilities in accordance with the US organization's policies and applicable laws.
- Arrange for and organize regularly scheduled project meetings for US client consulting projects to facilitate, confirm, and communicate the status of progress and assign tasks both internally and externally.
- Work in partnership with the US Project and Construction Management Department to ensure a seamless transition of sites into the construction phase.

Education and/or Experience

- 10 years' experience performing project development or consulting with at least 5 years in a senior position managing renewable energy and energy storage projects, and 3 years performing project due diligence activities.
- Technical working knowledge of environmental aspects of projects including Phase 1 site assessments, wildlife and biological studies, agency coordination, hazardous materials surveys, SWPPP requirements, archeological and biological site studies, and other field studies as required.
- Technical working knowledge of power markets, interconnection applications and queues, off-take strategies, wind and solar resource methodologies, stakeholder and siting issues, project financing, US IRA provisions, wind, solar, and energy storage technologies.
- Completed degree in Engineering, Environmental Science, or another relevant field. Master's degree or MBA preferred.

Essential Job Function

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Ability to pass a criminal and background check
- Valid driver's license
- Ability to travel within the US and Canada
- Ability to work legally in the United States
- Ability to write, speak, read, and understand English fluently

Key Competencies

- High degree of integrity and reliability
- Exceptional team skills

- Passion for renewable energy
- In-depth understanding of renewable energy and energy storage project development, including environmental and permitting, interconnection, land acquisition, resource, siting, regulatory compliance, financing, contracting, engineering practices, and construction techniques
- Strong project management skills
- Ability to manage multiple tasks within a project and multiple projects from conception to completion
- Ability to present the company and business concepts to internal and external customers
- Experience with project risk management and mitigation
- Strong communication, organizational, and interpersonal skills; problem-solving techniques; ability to take direction
- General understanding and ability to use project scheduling software and methodology; Microsoft Office Suite and Teams platform; and strong Excel/Smartsheet/spreadsheet analysis skills.
- Strong attention to detail; focus on accuracy, consistency, and quality of work
- Customer service-oriented
- Functions well within a team environment
- Organization and planning skills
- Problem-solving ability
- Highly motivated
- Reliable

Compensation and Benefits

- This is a regular full-time, salaried, exempt position. This position will be based remotely, depending on the candidate's residence.
- Compensation range 85k-130k plus yearly bonus, depending on experience.
- Benefits include medical, vision, dental, retirement, short-term disability, long-term disability, life insurance, AD&D, statutory worker's compensation, unemployment insurance, general liability, errors & omissions, activity reimbursement, paid vacation, and paid sick leave.

Commitment to Diversity

Solas Energy is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in company policy and the way we do business at Solas Energy, and it is an important principle of sound business management.

Solas Energy believes that diversity and inclusion are essential to the company's ongoing success through improved employee engagement and business performance. A diverse and inclusive workforce reflects the communities where we work and operate, and provides diverse thought, capabilities, and collaboration. We value our high-performing team and celebrate each employee's diverse thoughts and experiences.

Equal Employment Opportunity Statement

Solas Energy is an equal-opportunity employer. Discrimination in the hiring or employment of individuals based on race, color, religion, sex (including pregnancy, sexual orientation, hairstyle, gender identity or gender expression), national origin, disability, veteran's status, age, or genetic information (including family medical history) is illegal and will not be tolerated. Solas Energy will

provide reasonable accommodations to applicants and employees who need it for medical or religious reasons, as required by law.

Disclaimer

This job description is not intended to be an exhaustive list of all skills and working conditions. It is intended to accurately reflect those principal job elements essential for making fair pay decisions about the job. In no event shall the job description be construed to represent a contract of employment. Solas Energy maintains "at-will" employment, where either party is free to dissolve the relationship at any time.