

DIRECTOR OF BUSINESS DEVELOPMENT

Sustineo is committed to excellence in workmanship, delighting our clients, and ensuring each project is successful for all project partners. We have been in business for over a decade and operate in California, Arizona, and New Jersey. Sustineo is looking for hardworking, qualified individuals that thrive in a team atmosphere. We are an industry leader in the solar business and continue to remain competitive because of our extraordinary teamwork and focus on creating clients for life.

Job Title: Director of Business Development
Reports To: VP Construction, VP Engineering, & President
Location: Southern California Based
Coordination: New Clients, Proposals, Strategic Expansion, Client Diversification

SUMMARY OF ROLE

In this role, you will support both our engineering and construction teams with proposal preparation, acquiring new customers, and develop a sales pipeline that diversifies Sustineo's customer base. The director position carries the responsibility of self-starting and managing all meetings, strategies, and expansion models with the support of executive management. This role works closely with all members of the executive team, analyzing client and electrical consumption information, coordinating with our customers in a client facing role, organizing information, and managing the proposal process. The role begins with excellent communication and concludes with an executed sales contract and a delighted client that wishes to engage with Sustineo on multiple projects.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Represent the Company with the highest level of professionalism to customer, suppliers, and investors.
- Lead and help to shape the overall sales and marketing strategy based on market knowledge and experience and client feedback.
- Develop and maintain major customer relationships to ensure we are continually perceived as a best in class provider of solar EPC services.
- Deliver profitable revenue growth through aggressive sales that meets or exceeds business targets
- Build, coach, and manage both internal and outsourced EPC business development team, providing valuable guidance and support throughout the typical sales cycles.
- Act as a sales-intermediary between our Customers and Executive Management in ongoing sales opportunities.
- Develop creative solutions to situations that arise in ongoing sales opportunities with minimal guidance from executive management, ensuring that solutions fit within the established risk parameters.
- Actively seeks creative ways to secure new and profitable business through new customer relationships, expanding on existing customer relationships, development partnerships, or other outside the box strategies.
- Maintain a working expertise on policy, rate design, and incentives in all relevant markets to ensure we are pursuing opportunities in the most efficient and effective way possible.
- Develop a close working relationship with various functional areas and project teams within Conti, including engineering, procurement, estimating, legal, and project operations.

ESSENTIAL DUTIES AND RESPONSIBILITIES (CONTINUED)

- Lead negotiations on customer contracts, which include effectively communicating our positions on all technical, legal, and commercial points to customers and seeking out mutually beneficial paths forward on any contentious terms that fit within the established risk parameters.
- Identify new markets or customers that will allow us to continue to grow the business in both traditional and nontraditional ways.
- Leads due diligence on new customers and opportunities to identify high probability opportunities and avoid low probability ones.
- Deep existing knowledge of the solar project development process in order to help identify high probability opportunities and identify ways we can best assist our customers given the development status of a given opportunity.
- Skilled in addressing and resolving Customer-related issues in a manner that promotes highest customer satisfaction while maintaining profitability

RELATED EXPERIENCE AND EDUCATIONAL REQUIREMENTS

Minimum Requirements:

- 8-12 years of demonstrated leadership success in energy project development or renewable energy sales - solar EPC experience is a significant plus.
- Relationships with major buyers of EPC services within the United States including IPPs, utilities, developers, and investors.
- A solid understanding of the renewable energy development processes, from project origination, to development, financing, EPC, and operation.
- Market strategy - assess market, target segments and develop market attack plan to execute
- Financial acumen - solid understanding of economic value proposition analysis; project finance experience a plus
- Contract negotiations experience and a working knowledge of major commercial, legal, and technical risks associated with solar EPC contracts.
- Experience in building and managing a team in a growth environment by assessing, recruiting and developing A-players
- Ability to develop and manage strategic relationships and/or joint ventures
- High level of judgment - can sensitively apply knowledge and skills to select practical, effective courses of action
- Actively seeks ways for Sustineo to avoid highly competitive EPC solicitation processes
- Flexible and able to react to change in a positive, constructive manner
- Previous experience in negotiating with large-scale customers
- Absolute commitment to maturing and enforcing process disciplines
- Exceptional professional communication and presentation skills, both written and oral
- Executive presence with projected credibility and integrity
- Team player with excellent people skills and negotiation tactics.
- Energy and drive to maximize company value; passion for renewable energy
- Self-directed, organized and self-motivated to accomplish goals
- Ability to multi-task and manage effectively in a deadline-driven, challenging environment - accurate and calm under pressure
- Skillful at cross-functional collaboration
- General sales management skills including appropriate knowledge of employment law, finance, and contracts.
- Ability to commute to San Diego and willingness to travel as necessary

RELATED EXPERIENCE AND EDUCATIONAL REQUIREMENTS (CONTINUED)

Shall Exhibit the Following Expertise:

- Positive attitude with a focus on creating solid working relationships that foster long term client work
- Excellent PC computer skills, highly proficient in Excel, as well as the MS Office Suite, including PowerPoint, Access, and Word
- Sales and marketing leadership
- Profitability and cost analysis
- Contract negotiations and strategic alliances
- Attention to detail and a good understanding on electric utility rates, time of use tariffs, and financial returns
- Understanding of solar and battery storage developers in California, New Jersey, Arizona, Nevada, and Colorado
- Demonstrated application of current software used to produce tracking documentation and reports
- Knowledge of sales process, project management skills & solar+storage components
- Knowledge of CRM Software
- Knowledge of Helioscope, PV Syst, and Energy Tool Base software

OTHER PERTINENT INFORMATION

Position will be staffed full time in Southern California, at our San Diego headquarters. Candidate must be legally entitled to work and reside in the U.S.

If you are interested in joining our team, please submit your cover letter and resume to our HR department at: Careers@SustineoPlanet.com