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CAREER OPPORTUNITY



DIRECTOR OF ENERGY MARKETS

TURLOCK IRRIGATION DISTRICT | TURLOCK, CALIFORNIA

ANNUAL SALARY: \$202,080—\$257,928 DOE/DOQ*

THE TURLOCK IRRIGATION DISTRICT (TID) IS SEEKING AN INNOVATIVE, strategic, and technically proficient Director of Energy Markets to lead critical initiatives focused on sustainable energy planning, regulatory compliance, and energy trading. This newly created executive leadership role will provide strategic oversight and bridge the gap between technical operations and executive decision-making. The Director will oversee two essential teams: Resource Planning and Energy Markets, totaling 23 staff including an energy trading team, and manage an approximate FY 2025 operational budget of \$250 million. This position serves as a critical advisor to executive leadership, shaping the District's long-term energy roadmap, advancing trading strategies, and supporting participation in regional energy markets. This is an exceptional opportunity for an experienced energy professional to contribute to the future of clean energy in California, while driving operational excellence and innovation within a respected public utility. *Serve the community while leading the clean energy transition, apply today!*



THE COMMUNITY

KKNOWN AS THE "HEART OF THE VALLEY," **TURLOCK, CALIFORNIA** has approximately 72,000 residents spanning across 17 square miles in the agriculturally rich Central Valley. Home to California State University, Stanislaus, Turlock offers a blend of small-town charm and cultural vitality, with affordable housing, family-friendly neighborhoods and a thriving local economy driven by agriculture, education, manufacturing, and energy. Residents enjoy easy access to outdoor recreation at Don Pedro Reservoir, the Sierra Nevada and Yosemite National Park, as well as local attractions like the Carnegie Arts Center and a lively downtown filled with diverse restaurants, shops, and events. Located just 15 minutes from Modesto and within two hours of Sacramento, San Jose, San Francisco, and Santa Cruz, Turlock offers the perfect balance of convenience and quality of life.

THE DISTRICT

TID IS THE FIRST IRRIGATION DISTRICT FORMED IN CALIFORNIA and a pioneer in public power. Formed in 1887, the District was created by visionary farmers who sought reliable water delivery systems. By 1923, TID expanded to become the first irrigation district in California to offer retail electric service, a tradition that continues today with the District now serving over 240,000 residents and 150,000 acres of farmland across Stanislaus and Merced counties. Today, TID operates as a Balancing Authority (BA), responsible for providing electricity to the 800 MW electric load within its territory, forecasted to grow to 1,000 MW in the near future. With a legacy of innovation—including hydroelectric infrastructure, water management projects, and Project Nexus, the solar-over-canals initiative—TID continues to blend agricultural heritage with cutting-edge clean energy solutions.

[LEARN MORE ABOUT TID](#)

[VIEW THE 2025 BUDGET](#)

[READ ABOUT TID'S STRATEGIC PLAN](#)



THE MANAGEMENT TEAM

TID IS LED BY A SEASONED EXECUTIVE TEAM responsible for overseeing all aspects of the District's integrated water and power operations. The leadership team possesses expertise in financial services, water resources, electrical engineering, power supply, external affairs, and human resources. Together, they manage the planning, operations and regulatory functions that support TID's mission to deliver safe and reliable utility services across its 662-square mile service area. Their collective experience spans engineering, operations, fiscal management and organizational leadership, ensuring efficient service delivery and long-term strategic planning.

THE JOB

THE DIRECTOR OF ENERGY MARKETS TID is a newly created executive role designed to bring strategic vision, technical expertise, and innovation to the District's energy operations. Reporting directly to the Assistant General Manager, Power Supply, the Director of Energy Markets is responsible for overseeing two critical departments—Resource Planning and Energy Markets—totaling 23 staff, including an energy trading team. The Director of Energy Markets will manage a \$250 million operational budget, representing the power supply side of TID's \$400 million overall budget, and will guide forecasting, compliance, trading, and budgeting functions. Key responsibilities include production cost modeling, regulatory compliance, market trading, and energy contract negotiations. The Director of Energy Markets will also lead major initiatives such as the District's Energy Roadmap to 2045, evaluating efforts to hybridize hydro and combustion turbine assets with battery storage, and the renegotiate several long-term power agreements. The Director of Energy Markets will ensure the development of efficient and reliable models for both short- and long-term energy planning. This role plays a central part in supporting TID's executive leadership and shaping the District's clean energy future.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A STRATEGIC and results-oriented energy professional with a demonstrated record of leadership in utility operations, resource planning and market strategy. They will have strong expertise in production cost modeling, energy forecasting, regulatory compliance, and long-term power resource planning. Skilled in cross-functional collaboration, they excel at communicating with technical staff, executive leadership, governing boards and external partners. Proficiency in analytical tools and modeling software such as Ascend, Plexos, Excel, and Power BI is essential, as is the ability to synthesize data into actionable insights for timely decision-making. The ideal candidate fosters innovation, guides high-performing teams, and promotes a culture of accountability and continuous improvement. They will demonstrate sound judgment, strong interpersonal skills and a commitment to operational excellence, supporting TID's mission to deliver reliable, sustainable and cost-effective energy solutions.

The ideal candidate will also demonstrate the following core competencies:

Presentation Skills: Effectively communicates complex technical information to diverse audiences; including executive leadership, regulatory bodies and governing boards, with clarity and confidence.

Financial Acumen: Demonstrates strong understanding of energy market economics, budget forecasting, rate impacts, and risk management to drive financially sound decisions and optimize resource planning and allocation. Skilled in negotiating large-scale agreements, contracts and partnerships, ensuring

alignment with organizational goals and stakeholder expectations.

Visioning: Develops and articulates a clear, forward-thinking strategy for achieving long-term energy goals, aligning with regulatory mandates and organizational priorities, including prioritizing meeting California's 2045 carbon free mandates.

Results Orientation: Maintains focus on achieving measurable outcomes, driving projects to completion within scope, budget, and timeline while ensuring alignment with TID's

MINIMUM QUALIFICATIONS

Education: A Bachelor's degree from an accredited college or university with emphasis on engineering or another highly analytical field.

Experience: Ten (10) years of professional experience in electric utility management, including five (5) years of management experience.

DESIRED

Education: A Master's degree in Business Administration is preferred.



CURRENT PROJECTS + INITIATIVES

TID is currently engaged in several strategic and high-impact initiatives.

ENERGY ROADMAP TO 2045

A public-facing initiative to achieve carbon-free operations, exploring solar, wind, hydrogen, carbon capture, pumped storage hydro, and nuclear options.

COMPREHENSIVE ENERGY PLAN

Identify, evaluate, and prioritize new energy projects, including evaluating renewable fuels and upgrading TID's ten hydroelectric plants.

HYBRIDIZATION FEASIBILITY

Analyze cost-benefit models for combining hydro/combustion turbine assets with Battery Energy Storage Systems (BESS).



SALARY+BENEFITS

The annual salary is **\$202,080–\$257,928 DOE/DOQ, PLUS** a **generous benefits package:**



Generous Retirement Plan

Health, Dental, and Vision Insurance

Life Insurance, Short-Term and Long-Term Disability Insurance

Deferred Compensation

Flexible Spending Account

Employee Assistance Program

Holidays: 13 paid holidays per calendar year.

Sick Leave: 12 paid sick leave days per calendar year.

Vacation: Eighty (80) hours per year beginning the first month through the end of the second year. Subsequent accrual rates increase based on years of service.

HOW TO APPLY

For first consideration, apply by **MAY 27** at:

WBCP JOB BOARD

SAVE THE DATES. Round one virtual interviews will take place virtually on **JUNE 13**. Round two in-person interviews will take place on **JUNE 30**. *Selected candidates must be available for both dates.*

QUESTIONS? Please contact your recruiter, Richard Kuhns, with any inquiries.

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