



Analyst, Rates and Strategy

Who We Are

[Clean Power Alliance](#) (CPA) is Southern California's locally operated not-for-profit default electricity provider for 32 communities within Los Angeles and Ventura counties and the 5th largest electricity company in the State of California. We provide clean renewable energy at competitive rates to over three million residents and businesses through approximately one million customer accounts.

What You'll Do

The Analyst, Rates and Strategy, supports rate setting and rate implementation, coordinates and supports annual operational goal setting and strategic planning processes across all CPA departments, analyses service territory expansion opportunities, tracks and analyzes organization-wide key performance indicators, and develops dashboards and other tools to support internal and external reporting requirements and data requests. The position is responsible for collecting and maintaining the internal and external information necessary to monitor and communicate organizational performance on key goals and metrics, and for coordinating rate implementation with CPA's billing administrator and finance, external affairs, strategic accounts, and customer care teams.

Who You'll Work With

The Analyst, Rates and Strategy will report to the Director, Rates and Strategy, and will work closely with the finance, customer programs, energy procurement, and data and systems departments of the organization, as well as load forecasting, regulatory compliance, government affairs, communications and customer engagement teams.

Commitment to Diversity

At CPA, we value diversity and are committed to creating an inclusive environment for all employees. We represent a diverse customer base and intend to hire employees that reflect our communities. Clean Power Alliance provides equal employment opportunities to all applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

Culture

CPA fosters a culture of open communication, responsibility, intellectual curiosity, and exceptional judgment. As a small team that has quickly built the largest Community Choice Aggregation program in the country, high levels of trust, collaboration, and mission alignment are key factors in success. We value fact-based creativity in our work, accountability with our stakeholders, and promote ethical engagement and diversity with our brand.



Successful Candidates Must Demonstrate the Following Abilities:

- Work well with diverse teams and consultants and thrive in a highly collaborative setting.
- Handle multiple priorities to meet deadlines and escalate key issues.
- Work accurately and swiftly under pressure.
- Demonstrate good judgement and integrity.
- Communicate effectively, orally and in writing and can translate complex technical information into non-technical language.
- Have a high tolerance for uncertainty but know how to bring things to resolution.
- Have a strong work ethic and be comfortable taking initiative while working in a fast-paced start-up environment.

Duties and Responsibilities

- **Strategic Planning:** Support CPA's annual operational goal setting and strategic planning processes. Maintain templates for capturing and tracking departmental goals. Analyze and summarize quarterly progress and outcomes. Facilitate communication and coordination on cross-departmental planning. Conduct research on industry, market and customer trends to inform strategic planning, policy, and decision-making processes.
- **Service Territory Expansion:** Track and analyze potential expansion opportunities in accordance with the guidance provided by CPA's Board of Directors. Coordinate outreach with elected officials, city staff, and stakeholder groups and preparation of expansion feasibility studies, Board materials, and implementation plan amendments.
- **Key Performance Indicator Management:** Maintain key organizational metrics for external and internal use, such as greenhouse gas emissions; internal and external diversity, equity and inclusion outcomes; socio-economic characteristics of CPA's customer base; economic impact and job creation from CPA activities; program spending and distribution, etc. Work with external affairs, customer programs, energy procurement, and finance teams to formulate key metrics for communications and marketing to customers and community stakeholders.
- **Competitive Monitoring and Analysis:** Monitor CPA's competitors and peers and conduct benchmarking analyses to identify strengths and opportunities for growth and improvement. Support data requests and reporting for recognition programs and awards (e.g., NREL's Top Utility Green Pricing list)
- **Rate Setting, Rate Design and Implementation Support:** Assist CPA's annual rate setting effort. Support competitive rate monitoring and rate comparisons, assist with maintenance of CPA Cost of Service analytical tools, and analyze custom rates and program incentives. Coordinate rate implementation with CPA's billing administrator and finance, external affairs, strategic accounts, and customer care teams, including maintaining CPA's Power Share and Net Surplus Compensation rates, coordinating development, review, and production of CPA's annual Joint Rate Comparison mailer, updating CPA's online rate schedules and joint rate comparisons, preparing rate information for Board and community presentations, and coordinating customer communications regarding Net Energy Metering cash outs and annual true-ups.
- **Project Coordination:** Support diverse special projects as needed, from planning stage through close-out, including managing consultants and contracts, developing and adhering to budgets, and facilitating cross-functional teams.
- **Management and Board Reporting:** Prepare, deliver, and present reports and presentations to management and staff. Support development of Board reports and presentations.
- Other duties as assigned.



Qualifications

- Candidates must have a bachelor's degree.
- At least two years of experience in quantitative business analytics and performance measurement.
- Experience working in electric utility, Community Choice Aggregation, or cleantech industries is preferred.
- Ability to sit at a desk and work on a computer for prolonged periods.

Required Skills

- Excellent organizational, interpersonal, and analytical skills.
- Excellent verbal and written communication skills.
- High attention to detail with strong organizational skills.
- Strong project management skills.
- Proficient with Microsoft Office Suite (including Excel and PowerPoint) and data visualization tools or related software such as PowerBI or Sigma. Experience with SQL, relational databases such as Snowflake, and data analysis tools such as R, Python and SAS is a plus.

Work Location

This position will be eligible for either hybrid or remote work options. The hybrid work option will require 2-3 assigned days in the downtown Los Angeles office and includes an enhanced transportation allowance. The remote work option requires in-person attendance at organization or team-wide events 3 times per year for 3-5 days per event with mass transportation reimbursement for travel within Southern California.

Salary and Benefits

The salary range for this position is \$80,072 – \$107,208, with exact compensation to be determined by Clean Power Alliance, dependent on experience. Benefits include health care, a 401(k)-like match program, paid vacation, and sick leave. This is not a civil service position; however, all CPA employees are required to submit a Statement of Economic Interests form, also known as the Form 700.

How to Apply

Visit the [CPA LinkedIn Jobs Page](#) to apply.

The start date for the position is as soon as possible and will remain open until filled.