

J. Powers
RECRUITING, INC.

ELECTRIC UTILITY CHIEF OPERATING OFFICER

Now Accepting Applications



If you are interested in this
outstanding opportunity, please contact:

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THE COMMUNITY

The City of Santa Clara

Nestled at the heart of Silicon Valley, just 45 miles south of San Francisco, the City of Santa Clara is a vibrant, historic community with a population of approximately 132,048. With its rich 170-year history, Santa Clara blends a small-town charm with the dynamic energy of one of the world's most innovative regions.

Santa Clara is home to Santa Clara University, California's oldest institution of higher learning, and the state's eighth mission. Named one of America's 10 safest cities, Santa Clara also stands out as one of the most livable cities in the U.S. – offering an unmatched quality of life that supports both individual and business success. Whether you're looking for a thriving career or a peaceful neighborhood, Santa Clara offers the best of both worlds.

A Hub for Innovation and Opportunity

Often called the "Data Center Capital of the West," Santa Clara boasts more than 50 state-of-the-art data centers and over 350 megawatts of multi-tenant commissioned power. The city is home to some of the world's largest and most influential tech giants, including Intel, NVIDIA, Applied Materials, and Agilent Technologies.

Education and innovation go hand-in-hand here. Santa Clara University, Mission College, and the University of California, Santa Cruz extension provide cutting-edge academic opportunities, further enhancing the city's intellectual vibrancy.

World-Class Entertainment and Recreation

Santa Clara isn't just about work—it's also about play. Home to Levi's Stadium, the iconic venue for the San Francisco 49ers, the city has hosted over 150 major events, including concerts, international sports competitions, and entertainment spectacles. In addition, Santa Clara's Convention Center, bustling shopping districts, exceptional dining options, medical facilities, and vibrant community centers offer something for everyone. For those who enjoy outdoor recreation, the city enjoys more than 300 days of sunshine each year. Tree-lined streets and welcoming neighborhoods provide an idyllic setting for families, and a rich array of cultural and recreational activities await. Whether it's attending a live theater production or catching a concert in the summer, there's always something happening.

A Thriving Community to Call Home

Award-winning schools, low crime rates, and a welcoming atmosphere make Santa Clara one of the most desirable places to live and work in California. The city's perfect balance of vibrant industry, educational excellence, and family-friendly amenities creates a community where people can thrive both personally and professionally.

Discover why Santa Clara is the place to be. Visit SantaClaraCA.gov for more information.



OVERVIEW

City Government

Santa Clara is a Charter City committed to fostering a vibrant and thriving community. Our mission is to deliver a high quality of life through resourceful, efficient, progressive, and professional leadership that serves the needs of both residents and businesses. Operating under a Council-Manager form of government, Santa Clara is dedicated to providing innovative solutions and ensuring the city remains at the forefront of progress.

Our City Council is composed of an elected Mayor, serving at-large, and six Council Members elected by district, all of whom serve four-year terms. The City Charter limits the Mayor and Council Members to two consecutive terms. Additionally, the Police Chief and City Clerk are both elected positions, ensuring direct accountability to the community.

Santa Clara's dedicated team includes approximately 1,198.5 full-time employees, working together to deliver exceptional public services. With a 2025-2026 fiscal year budget of \$1.8 billion, the city is poised to invest in both current and future needs, enhancing the quality of life for all who live, work, and play here.

In addition to its core municipal services, Santa Clara manages several important public services through specialized entities:

- **Silicon Valley Power (SVP):** A municipal electric utility that powers our city with sustainable, reliable energy.
- **Santa Clara Stadium Authority:** A Joint Powers Authority (JPA) overseeing the iconic Levi's Stadium, a premier venue for entertainment and sports.
- **Santa Clara Convention Center:** A city-owned facility, managed by a third-party agreement, that serves as a key tourism and business hub, supported by the Tourism Improvement District.

Through these dynamic and forward-thinking initiatives, the City of Santa Clara continues to serve as a model of innovation and excellence in local government.

The Department

Silicon Valley Power (SVP):

"Powering the Future of Santa Clara"

For over 125 years, Silicon Valley Power (SVP) has been a trusted, community-owned, not-for-profit electric utility, delivering reliable service to over 57,000 residential and business customers. As a forward-thinking municipal utility, SVP is committed to driving innovation, sustainability, and performance excellence while meeting the evolving needs of our community.

A Leader in Energy Generation and Innovation

SVP currently manages a diverse portfolio of over 2200 MW of electric generating resources, in-town resources include a 148 MW Combined Cycle, a 50 MW Simple Cycle peaking unit, and 50 MW of utility scale battery storage coming online in 2026.

Looking ahead, SVP is expanding its system capacity to accommodate customer growth. This ambitious growth plan includes 30+ strategic initiatives across four key areas:

1. Utility Performance Excellence
2. Customer Engagement and Satisfaction
3. Progress and Innovation Focus
4. Community and Environmental Stewardship

These initiatives will not only enhance SVP's operations but also solidify its role as an industry leader.

SVP powers some of the world's most innovative and influential companies, including Intel, Applied Materials, Amazon Web Services (AWS), and NVIDIA—a testament to its reliability and forward-looking energy solutions.

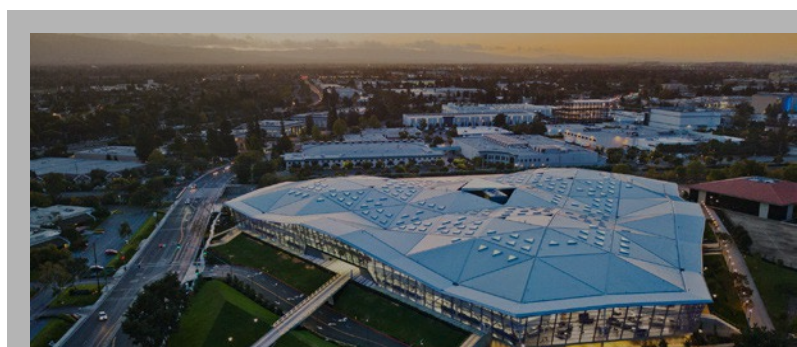
A Commitment to Clean, Renewable Energy

Currently, over 50% of Santa Clara's electricity comes from carbon-free renewable resources, including large-scale wind, solar, landfill gas, geothermal, and hydroelectric projects.

A Strong Team for a Bright Future

SVP's team of 235 full-time employees is dedicated to delivering exceptional service and cutting-edge energy solutions. With a \$1.1 billion Operating Budget and a \$561 million Capital Improvement Program Budget for the 2025-2026 fiscal year, SVP is poised to continue driving innovation and serving the community with unmatched expertise.

SVP is more than just a utility; it's the heart of Santa Clara's energy future. Join us as we lead the way in sustainable, reliable, and innovative power solutions for generations to come.



THE POSITION



Reporting to the Director of Silicon Valley, the Electric Utility Chief Operating Officer (COO) is a senior management position in the City's unclassified service responsible for the oversight and direction for the fiscal, administrative, and managerial operations of the utility.

The COO has supervisory and support responsibilities for the utility's divisions: Utility Operations, Customer Development and Project Management, Resource Planning and Customer Engagement, and Business Services. The COO will help guide SVP through the extraordinary period of growth related by doubling the existing capacity of the electrical system to meet new customer demands over the next 10 years. The COO will also have an established track record implementing new and innovative technologies to streamline and improve existing and future processes.

The COO is responsible for forecasting service requirements and for planning, organizing, and directing assigned resources of the electric utility division in order to meet those requirements. This includes developing and administering the department operations and capital improvement budgets. The incumbent acts as the Director in his/her absence.

The COO is expected to exercise critical thinking and detail-oriented oversight in ensuring that utility operations are smooth, efficient, and compliant, with responsibility for results, including costs, methods, and staffing.



THE IDEAL CANDIDATE

The ideal candidate for the COO position should possess a blend of strategic vision, technical expertise, and exceptional leadership skills. They should have a proven track record in utility operations and maintenance, electric infrastructure, power generation, and resource procurement. Strong communication and interpersonal skills are essential, as the COO will be responsible for fostering collaboration both internally and externally.

Experience in managing large-scale capital projects, ensuring reliable transmission and distribution, and adhering to regulatory compliance are key qualifications. The ability to work effectively with diverse stakeholders, including government bodies and community representatives, is vital for success in this leadership role. Overall, the ideal COO for a public electric utility is a visionary leader who can steer the organization toward operational excellence, customer satisfaction, and a sustainable energy future.

What You'll Bring:

- A track record of leadership in energy, utilities, or a related field with experience in managing complex operations and budgets.
- Strong experience in negotiating contracts, strategic planning, and regulatory compliance.
- Proven ability to engage and collaborate with a diverse range of stakeholders, including customers, government entities, and industry associations.

A passion for sustainability and innovation, with a vision for leading SVP into the future of energy.

If you're a strategic visionary with the expertise to drive excellence, innovation, and customer satisfaction, we invite you to join us and make an incredible mark on the future of energy in one of the most exciting regions in the world.

Minimum Qualifications

Graduation from an accredited college or university with a Bachelor's Degree in Public or Business Administration, Engineering, or an approved related field, AND seven (7) years of experience in utility engineering or operations, including at least five (5) years of experience in a senior management capacity.

A Master's Degree in Public or Business Administration, Management, or Engineering is desirable and may be substituted for two (2) years of the qualifying engineering and operations experience requirement.

Possession of a valid certificate of registration from the California State Board of Registration for Civil and Professional Engineers is desirable.



COMPENSATION & BENEFITS

The salary range for this position is **\$299,393.52 - \$387,456.36** per year. Placement within this range is dependent upon qualifications. In addition, the City also provides a competitive benefits package, including:

Retirement:

The City participates in the California Public Employees' Retirement System (CalPERS); with a 2.7% at 55 formula for Classic Miscellaneous members and a 2% at 62 formula for New PEPPRA Miscellaneous Members.

Health Insurance:

The City pays up to 100% of Kaiser premiums for Employee Only and +1 Dependent plans, 90% for +2 or more; employees cover any extra pre-tax. Those who opt out of health insurance may be eligible for a monthly cash-in-lieu.

Dental and Vision Insurance:

City pays employee-only lowest cost plan. Employee pays for additional premiums above the employer contribution toward dental and vision insurance.

Retiree Medical Reimbursement:

For employees with at least 10 years of service and who retire with the City, the City reimburses up to \$425 per month for retirees until age 65, and up to \$254 per month for retirees after age 65.

VEBA:

City contributes \$50 per month towards the employee VEBA Account.

State Disability Insurance (SDI):

Employee pays 1.2% of gross pay, with seven day waiting period.

Long Term Disability Insurance (LTD):

City-paid coverage provides 60% of base wage (up to \$8,000/month) after a 60-day waiting period.

Social Security/Medicare (FICA):

Employee and City contribute toward Medicare (1.45%) and Social Security (6.20% up to the required annual limit).

Flexible Spending Account:

IRS Section 125 Plan, an employee may contribute up to \$3,400 per year to a health care spending account; \$7,500 per year to a dependent care spending account, and \$340 per month to a commuter benefit plan in pre-tax dollars.

Employee Assistance Program:

City's vendor provides confidential counseling to employees and dependents. Up to a maximum of five (5) consultation sessions per family member per incident per year.

Vacation:

Vacation accrual of 10 days per year for the first 4 years, with accrual increase over time. Maximum accrual is 480 hours.

Vacation Cash-Out:

Up to 80 hours of accrued vacation once per year, to be paid in two cash-outs the following calendar year.

Sick Leave:

96 hours per year with no accrual limit.

Paid Family Leave (PFL):

Up to 8 weeks of benefits within a 12-month period.

Management Leave:

120 hours per calendar year (prorated in the first year based on hire date), with a maximum accrual of 180 hours.

Holidays:

City observes thirteen (13) paid holidays annually and four (4) additional paid holidays between December 25th and January 1st.

Life Insurance:

City pays the premium for \$50,000 of Basic Life Insurance coverage. Additional insurance may be purchased by the employee.

Deferred Compensation:

City offers an optional 457(b) Plan. The City will contribute \$300/month to the employee's deferred compensation account.

Automobile Allowance:

Department Heads can receive \$320/month (up to \$520, with City Manager approval). Assistant Department Heads and Division Managers can receive \$200/month (Up to \$500 with City Manager approval)

Mobile Communication Device Allowance:

\$80 per month in lieu of carrying a city-issued cell phone.

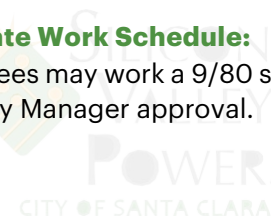
Tuition Reimbursement:

City will reimburse eligible tuition expenses up to \$2,000 per fiscal year.

Alternate Work Schedule:

Employees may work a 9/80 schedule with City Manager approval.

For more information on employee benefits, visit the City's [benefits website](#).



TO APPLY

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Filing Deadline

This position will remain open until filled.
The City of Santa Clara is an equal opportunity employer.

J. Powers
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