



## **Regulatory Compliance Manager**

### **Job Description**

Type: Full-time

Status: Exempt

Location: Candidate ideally located in Northeast USA – Optional remote

### **Position Overview**

Reporting to the Vice President, the Regulatory Compliance Manager will oversee the day-to-day coordination and management of FERC regulatory processes and compliance, as well as associated activities such as agency consultation, permitting, and other regulatory related certifications of Patriot Hydro's 39 hydroelectric projects. This role will be responsible for managing a regulatory staff to maintain compliance with federal and state and local environmental regulations.

### **Who You Are**

A regulatory professional with a minimum of 7 years of experience overseeing FERC licensing and compliance work, as well as state and federal environmental permitting experience (i.e, FERC licenses, US Army Corps of Engineers 404 permits, and State 401 Clean Water Act).

*Knowledgeable:* Experience with federal regulations and acts such as the Federal Power Act and associated regulations, National Environmental Policy Act, Endangered Species Act, National Historic Preservation Act, and the Coastal Zone Management Act. Professional or collegiate-level writing, communication, and research techniques. Experience with impacts analysis, agency consultation, public process/facilitation, issue scoping, plus the ability to navigate regulations to develop strategies addressing major project issues (regulatory and/or technical). Technical proficiency in fisheries or aquatic resources is a plus. Ability to multi-task under a deadline-driven schedule is a must.

*Relationship-focused:* Strong communication, facilitation, negotiation, and relationship building skills and the ability to interface with the public, state and federal agencies, and consultants in a variety of settings. Work effectively as a member of a multidisciplinary team across multiple geographic locations.

### **Skills:**

- Organization, planning, and project management
- Effective verbal and written communications
- Maintaining effective internal and external working relationships and conflict resolution



**Ability to:**

- Lead a team of regulatory professionals and balance changing work loads
- Demonstrated abilities in the permitting and compliance of renewable energy facilities to assess/resolve complex issues, as well as working with various agencies/outside entities
- Ability to read, analyze and interpret engineering specifications, blueprints, drawings and related technical procedures, and effectively communicate findings orally and in writing
- Agency and Stakeholder Consultation and Negotiations
- Assist with preparing budgets, project milestone schedules, and staffing plans
- Work with Procurement RFP process and contractor/consultant selection adhering to internal controls
- Prepare and submit applications and notices to regulatory agencies
- Manage and coordinate with outside consultants to achieve permitting and compliance approvals
- Analyze complex issues and develop/implement solutions
- Easily adapt to changing requirements while working effectively in a professional team environment
- Organize and control multiple areas and their associated activities simultaneously while using good judgment in prioritizing work assignments
- Meet pre-established guidelines and deadlines
- Conduct research and provide thoughtful and thorough analysis
- Maintain objectivity and confidentiality

**Minimum Requirements**

**Education:**

- Bachelor's degree in engineering or environmental science combined with a minimum of seven (7) years of successful experience in permitting and compliance in the energy industry

**Experience:**

- 7 or more years of work experience in compliance or closely related field

**Preferred:**

- Master's degree in a related field
- 5 or more years of utility experience or utility operations
- Experience in compliance or FERC relicensing
- Experience as a project manager in natural resource, compliance, or environmental science fields
- Strong verbal and written communication and interpersonal skills
- Proficiency with Microsoft Office Suite including Outlook, Word and Excel
- Experience with VelocityEHS or equivalent compliance tracking software is preferred

Travel expectation: Approximately 10-20%

**About Patriot Hydro**

Patriot Hydro owns and operates 39 hydroelectric power plants with a combined installed capacity of 305 MW throughout the United States. The current facilities are in New Hampshire, Vermont, Massachusetts, New York, Pennsylvania, West Virginia, Virginia, North Carolina, South Carolina, Washington, and California. Patriot Hydro provides reliable, low-carbon energy to the regional power grid.