



Director of Origination

Patriot Hydro | Position Description

POSITION SNAPSHOT	
Reports to	Chief Commercial Officer
Location	Flexible location; proximity to New England preferred
Travel	Regular travel for customer meetings, industry events, and portfolio coordination

About Patriot Hydro

Patriot Hydro owns and operates 39 hydroelectric power generation projects across 10 states and six ISO markets, totaling approximately 311 MW. The company focuses on safe and reliable operations, responsible stewardship of its facilities, and disciplined commercial management of the portfolio.

Position Summary

The Director of Origination will lead the contracting and commercialization of energy and related products from Patriot Hydro's existing hydroelectric fleet, with primary emphasis on New England. The position will develop customer relationships, identify bilateral opportunities, structure and negotiate transactions, and move opportunities from initial outreach through execution. The role requires strong knowledge of ISO New England and NYISO power markets, renewable energy products, and the commercial risks associated with variable hydrology and unit-contingent generation.

Working closely with finance, asset management, operations, legal, and regulatory personnel, the Director will develop contracting strategies that improve revenue certainty and portfolio value while remaining consistent with each facility's operating profile, license requirements, and risk limits.

Key Responsibilities

- Develop and execute origination strategies for energy, renewable energy certificates and other environmental attributes, capacity, and ancillary services where applicable.
- Build and maintain relationships with investor-owned and municipal utilities, competitive suppliers, community choice aggregators, corporate buyers, energy marketers, public agencies, and other potential counterparties.
- Originate, structure, negotiate, and close power purchase agreements, renewable attribute sales, hedge transactions, and other bilateral arrangements for existing hydroelectric facilities.
- Design products that reflect hydro generation variability, seasonal production, basis and congestion exposure, unit availability, environmental attributes, and buyer requirements.

- Lead responses to utility and state solicitations, including opportunity screening, bid strategy, internal approvals, proposal development, and contract negotiations.
- Maintain an actionable pipeline of counterparties and opportunities, with clear probability, timing, pricing, and next-step reporting to senior management.
- Partner with finance and analytics personnel to evaluate pricing, mark-to-market exposure, credit requirements, collateral needs, and downside cases.
- Coordinate with legal and regulatory personnel on term sheets, definitive agreements, market rules, renewable eligibility, change-in-law protections, and required approvals.
- Monitor ISO New England and NYISO market developments and state clean-energy programs, procurements, and policy changes that affect contracting opportunities for hydroelectric generation.
- Support broader commercial strategy, including portfolio-level aggregation, contract extensions, customer retention, and selective opportunities outside New England.

Qualifications

- Eight or more years of experience in power marketing, origination, structured energy transactions, renewable energy, or a related commercial role.
- Demonstrated success originating and negotiating power purchase agreements, renewable attribute contracts, hedges, or similar bilateral energy transactions.
- Working knowledge of ISO New England and NYISO wholesale markets, including energy, capacity, transmission and basis considerations, and the interaction between market revenues and bilateral contracts.
- Understanding of renewable portfolio standards, clean-energy procurements, renewable energy certificate markets, and the principal commercial terms used in renewable contracts.
- Ability to evaluate commercial risk and translate generation forecasts, market data, and contract terms into clear recommendations for senior management.
- Strong negotiation, relationship-management, written communication, and presentation skills.
- Bachelor's degree in business, finance, economics, engineering, or a related field. An advanced degree is helpful but not required.
- Experience with hydroelectric generation, other variable renewable resources, or an owner-operator of existing generation assets is strongly preferred.

Success in the Role

Success will be measured by the quality and conversion of the origination pipeline, execution of contracts that improve risk-adjusted portfolio value, disciplined management of contract and counterparty risk, and the strength of Patriot Hydro's relationships with buyers and market participants.