



City of Phoenix

CITY OF PHOENIX, ARIZONA

Chief Sustainability Officer

Building the Phoenix of Tomorrow

THE CITY

Over 1.7 million people call Phoenix home, where sunshine and opportunities are endless! Commonly known as the “Valley of the Sun”, Phoenix is the 5th largest city in the United States and provides a rich culture and an abundance of attractions for both residents and visitors from museums, nature parks, and restaurants to a vast network of arts, entertainment, sports, recreational and educational amenities.

Phoenix and the surrounding areas are home to several major professional sports teams to include the Arizona Diamondbacks (MLB), Phoenix Suns (NBA), and Phoenix Mercury (WNBA), Arizona Cardinals (NFL), and the site for the Spring Training MLB Cactus League. Phoenix also has one of the fastest growing job markets and is emerging in the new economy with strength in high technology, manufacturing, bioscience research and advanced business services. Education continues to be a primary focus as well with high-quality public schools, community colleges and universities.

With its strategic location within hours from multiple leisure destinations, Phoenix offers outstanding weather and a vibrant lifestyle, making it a great place to do business, but an even better place to live.

THE ORGANIZATION

The City of Phoenix is a full-service city with the largest council-manager form of government in the United States, 14,500 city employees, including seven employee unions and associations, and a total city budget of \$7.2 Billion, including enterprise, special revenue, and general funds. The Phoenix City Council is comprised of a Mayor and eight Council members. Each council member is elected by the people from a represented council district for a four-year term. The Mayor is elected at-large. The City Manager is appointed by the Mayor and City Council and is responsible for the city’s day-to-day management and operations including overseeing more than 30 departments and managing the finances and budget of the City of Phoenix.

The vision for the City is to improve the quality of life through efficient delivery of outstanding public services. The vision statement, “We will make Phoenix a great place to live, work, and visit, by fostering a dynamic and sustainable environment with exceptional public services,” continues to define and stimulate the City’s growth and development. The City places a high value on being employee-friendly by striving to be the local market leader for employee compensation and benefits, honoring all cultures and lifestyles, leading the way to be innovative and progressive, and creating a workplace that focuses on customer service excellence both internally and externally to become an “employer of choice”.

BUILDING THE PHOENIX OF TOMORROW

The City Manager has identified the following goals:

Financial Excellence – Achieve financial excellence by ensuring the City Manager’s Budget supports the priorities and goals of the City of Phoenix and our community.

Process Improvement and Efficiency – Implement process improvement and efficiency measures throughout the organization including the creation of a new citywide strategic plan.

Community Safety – Enhance Community Safety utilizing a multi-faceted approach that best serves our diverse community.

Homelessness and Affordable Housing – Develop innovative approaches to address homelessness and affordable housing challenges.

Major Events and Economic Development – Host successful major events and pursue other opportunities that highlight the City of Phoenix.

Data Driven – Focus on data-driven, outcome-based services for ongoing and new programs.

Water Resiliency – Develop a comprehensive Water Resiliency strategy.

To learn more, go to:
<https://www.phoenix.gov/>



*It is an exciting time to work for the City of Phoenix! On November 7, 2023, Phoenix voters passed the City Council approved \$500 million General Obligation (GO) Bond Program. GO Bond programs help to fund critical infrastructure and rehabilitation needs of City facilities such as parks, libraries, fire and police stations, affordable housing, streets, and storm drains. Approved projects will be prioritized and allocated over the five-year period of 2024-25 to 2028-29 and included in the Preliminary Capital Improvement Program (CIP) scheduled to be presented to City Council on March 19, 2024. **To learn more about the proposed GO Bond Program visit: <https://www.phoenix.gov/bond>***

■ POSITION OVERVIEW

Under the general supervision and direction of a Deputy City Manager, the Chief Sustainability Officer has considerable independence for directing the citywide sustainability program that enables the City to achieve its sustainability and Climate Action Plan goals by adopting innovative solutions and best practices.

The City of Phoenix is seeking a visionary Chief Sustainability Officer to help Phoenix fulfill its ambitious goals to be the most sustainable desert city on the planet—with Council adopted 2050 targets of zero carbon, zero waste, transit and parks in every neighborhood, clean air, and a vibrant and healthy food system. Phoenix's Chief Sustainability Officer is a key executive charged with the critical role of helping lead Phoenix to significantly reduce its carbon emissions through initiatives like: achieving 100% net zero electricity, accelerating electric vehicles (EV) usage, installing solar on city property, and working with utilities on renewable energy efforts.

This executive leadership position will focus on advancing Phoenix's Climate Action Plan goals, fostering cross-sector collaboration, and promoting environmental sustainability, energy efficiency, and equitable access to green resources.

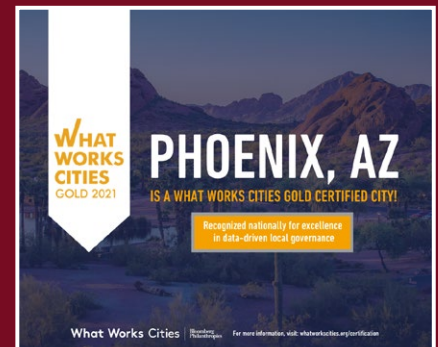


The key responsibilities of the next **Chief Sustainability Officer** shall include:

- » Lead efforts to educate residents on renewable energy opportunities and secure resources for underserved communities.
- » Oversee implementation of the Transportation Electrification Action Plan and lead the expansion of the City's EV charging infrastructure.
- » Implement EV education campaigns, including ride-and-drive events and public outreach efforts.
- » Drive energy efficiency initiatives, including citywide audits and implementation of Energy Service Company (ESCO) contracts, aimed at reducing the City's energy consumption.
- » Engage executives, department leaders, and staff to foster collaboration across departments and external partners including tribal communities, promoting community-wide progress toward sustainability, decarbonization, and energy efficiency goals.
- » Cultivate relationships with external partners to support Phoenix's Climate Action Plan, with a focus on achieving the City's 2050 net-zero emissions target.
- » Seek and secure grant funding to advance the City's climate goals, including federal, regional, philanthropic, and utility grants.
- » Advance solar projects at City facilities.
- » Develop a voluntary accounting program for community-wide building energy use and explore partnerships with external organizations to advance energy goals.
- » Report to City Management and to the Mayor and Council on program progress related to the 2030 and 2050 sustainability goals.
- » Provide recommendations to advance sustainability through implementation of the City's General Obligation Bond Capital Improvement Program.



For more information on the City of Phoenix's Sustainability Site: <https://www.phoenix.gov/sustainabilitysite>



CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate should be able to effectively communicate with all levels of the organization; excellent oral, written, presentation and listening skills will be essential. This person needs to be an innovative leader with the ability to solve problems, think strategically, identify alternative courses of action and provide recommendations. The ideal candidate should be strategic, efficient, effective, and responsive. Analytical skills and the ability to effectively use data to make decisions and relay information are essential.

The ideal candidate should have excellent interpersonal skills and be able to build strong relationships across the organization. This person should be able to create a positive atmosphere for employees in the organization and within the department. This individual must be able to adhere to the highest ethical and moral standards and be able to display transparency as well as exemplify the standards outlined in PHXRespect. The ideal candidate should be knowledgeable about and proficient with current leading-edge industry trends, standards and technology.



MINIMUM QUALIFICATIONS

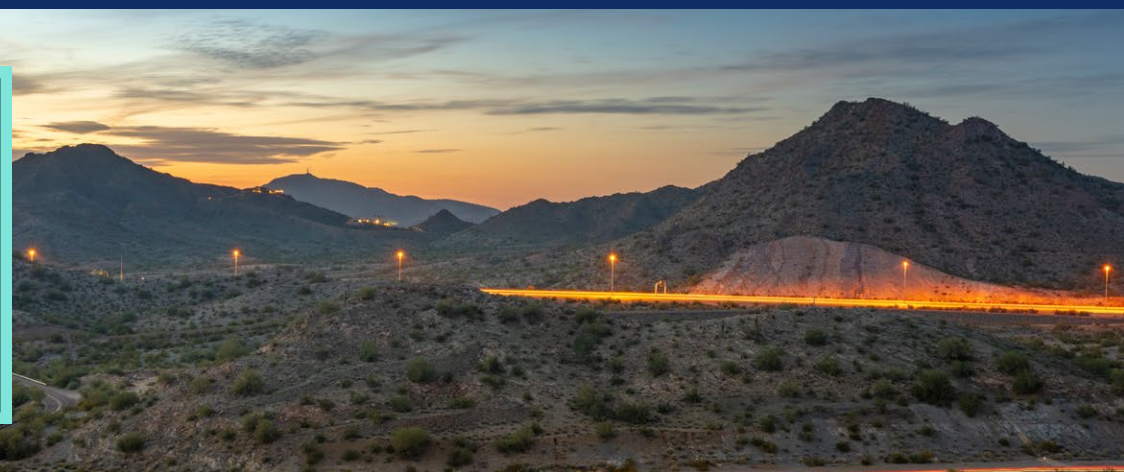
- » Seven years of urban sustainability experience.
- » Two years in a managerial capacity, working professionally in the government, business, consulting, nonprofit and/or academic sectors.
- » Bachelor's Degree in Business Administration, Public Administration, Sustainability, Strategic Management, Environmental Management, Environmental Science, Environmental Engineering, Urban Planning, Architecture, or another job related field. An equivalent combination of related experience and education may be considered.
- » Experience in renewable energy, energy efficiency, EV infrastructure, or decarbonization efforts.

PREFERRED QUALIFICATIONS

- » Master's Degree in Business Administration, Public Administration, Sustainability, Strategic Management, Environmental Management, Environmental Science, Environmental Engineering, Urban Planning, Architecture, or another job related field.
- » Proven track record in sustainability leadership, policy development, or environmental program management.
- » Experience securing and managing grants.
- » Ability to cultivate strong working relationships with internal and external stakeholders.
- » Strong project management, communication, and problem-solving skills.

Forbes 2024
**AMERICA'S
BEST-IN-STATE
EMPLOYERS**

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COMPENSATION AND BENEFITS

Salary is up to **\$185,602 annually** and will be commensurate with the qualifications and experience of the successful candidate. The City contributes 9% of salary into 457/401(a) plans with no matching required. \$6,000/annual car allowance and \$1,440/annual cell phone allowance.

The selected candidate will be required to reside within Phoenix city limits within 24 months after the date of hire.

A comprehensive Executive benefits package is offered which includes:

Traditional pension with employer and employee contributions; choice of medical HMO, PPO, HDHP/HSA plans; wellness incentive of up to \$720 annually; dental; vision; life insurance; long-term disability; medical enrollment includes a monthly \$150 City contribution to a Post-Employment Health Plan; bus/light rail pass; tuition reimbursement; paid time off includes 13.5 paid holidays, 12 vacation days, 6 personal days, 15 sick days.

For more details, visit: <https://www.phoenix.gov/hrsite/Benefit%20Category/010.pdf>

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Monday, January 6, 2025**. Please submit your materials to: <https://www.cpshr.us/recruitment/2416>.

For additional information about this position please contact:



KYLIE WILSON

Principal HR Consultant

Email: kwilson@cpshr.us

Website: www.cpshr.us

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process with the City. An appointment is anticipated upon the completion of comprehensive reference and background checks. ***This is a non-classified position and not covered under the civil service rules. This recruitment and any interview process resulting from this recruitment may be used to fill any related current or future vacancies.***



Phoenix



1989 ★ 2009 ★ 2022
1950 ★ 1958 ★ 1980

